DOCUMENT RESUME

ED 399 910 HE 029 546

TITLE	National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities, 1995-96.
INSTITUTION	Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
REPORT NO	ISBN-1-878240-52-8
PUB DATE	96
NOTE	92p.; For the survey on private four-year institutions, see HE 029 545; and for the 1993-94 survey on public four-year institutions, see ED 378 904.
AVAILABLE FROM	CUPA Special Studies, 1233 20th St., N.W., Suite 301, Washington, D.C. 20036-1250 ($33 participating member, $55 non-participating member; $80 non-member).
PUB TYPE	Statistical Data (110)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	Academic Rank (Professional); *College Faculty; Comparative Analysis; Departments; Educational Trends; Employment Patterns; Higher Education; Intellectual Disciplines; *National Surveys; *Public Colleges; Tables (Data); *Teacher Salaries; Universities
IDENTIFIERS	*National Faculty Salary Survey

ABSTRACT

This volume presents data from the 15th annual survey of faculty salaries by discipline and rank in the nation's public colleges and universities. Three hundred and twenty nine institutions participated in the survey. Data are presented by 55 disciplines and major fields and for both institutions with and without collective bargaining. The overall average salary for all ranks was $48,532, an increase of 2.83 percent over the previous year. The average salary for all professors, comprising 35.2 percent of faculty, was $60,587; for associate professors, comprising 30.0 percent of faculty, was $58,346; for assistant professors, comprising 28.2 percent of faculty, was $39,148; and for instructors, comprising 6.6 percent of faculty, was $29,117. The top five discipline/major fields for faculty salary were: engineering ($60,640), accounting ($59,539), marketing ($59,416), business management and administrative services ($58,370), and social sciences and history/economics ($56,587). The disciplines with the highest percentages of faculty at the professor rank were physical sciences/physics (50.9 percent), physical sciences/geology (48.3 percent); physical sciences/chemistry (47.9 percent); agricultural business and production (46.9 percent); and physical sciences (46.1 percent). Appendices list participating institutions and describe a data product service that provides special sets of data to institutions for salary comparison analysis. (JLS)

ED 399 910

NFSS

NATIONAL FACULTY SALARY SURVEY

by Discipline and Rank in

Public

Four-Year Colleges and Universities

1995-96

HE 029 546

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COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

1995-96 National Faculty Salary Survey

by Discipline and Rank in Public Four-Year Colleges and Universities

College and University
Personnel Association
Washington, DC

in conjunction with

Appalachian State University
Boone, NC

ABOUT CUPA

Established 50 years ago, the College and University Personnel Association (CUPA) is an international network of more than 6,100 human resource administrators serving almost 1,700 colleges and universities.

The Association promotes the effective management and development of human resources in higher education. CUPA provides a forum for the exchange of ideas through annual conventions, workshops, and seminars; annual research and analysis on administrative and faculty salaries, benefits, and other surveys and special study reports; and periodicals, monographs, books, and videotapes on topics of interest to human resource practitioners.

Through its national office in Washington, DC, the Association keeps its members abreast of the most recent judicial decisions affecting human resource management and communicates that information to members through columns such as "Legal Watch" in the semimonthly newsletter, *CUPA News*. Additionally, CUPA provides members legislative information through "Legislative Update" and "Legislative Tracker" columns in *CUPA News*. To keep members up to date on the latest benefits information, the Benefits Information Program, administered by the CUPA Foundation, supplies "Benefits Watch" columns in *CUPA News* along with *Special Reports* and *Benefits Alerts*, which are mailed as events happen.

The Board of Directors, composed of elected regional and national officers from CUPA member institutions, provides governance and leadership to the Association. CUPA offers seven types of membership—Institutional, Individual, Retiree, Student, Associate, International Associate, and Corporate.

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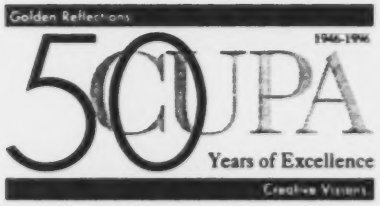

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1233 20th St. NW, Suite 301, Washington, DC 20036-1250
International Standard Book No. 1-878240-52-8

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ACKNOWLEDGMENTS

This CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with its national office in Washington, DC, cooperated with Appalachian State University in Boone, NC, to produce this survey report.

Special thanks go to Dr. Richard C. Creal, CUPA Executive Director; Dr. Barbara R. Wells, Research Associate; Doritha R. Brown, Research Assistant; and to the CUPA Executive Committee for its continued support of this annual national survey. Appreciation is also sincerely expressed to all members of the CUPA Survey Advisory Committee who have served over the past few years for their enthusiasm and insights.

At Appalachian State University, Chancellor Francis T. Borkowski and Dr. Harvey R. Durham, Provost and Vice Chancellor for Academic Affairs, respectively, supported the survey through graduate research assistants. This survey could not have been completed without the chancellor's and provost's professional interest and budgetary support. The following valued colleagues at Appalachian State University served as coresearchers and coauthors:

Louise Barrett, Research, Office of Equal Opportunity Programs
Ruby Dunn, Administrative Assistant, Office of Equal Opportunity Programs
Keith Alexander Erwin, graduate student in Political Science
Kimberly Michell Murdock, graduate student in Psychology

M. L. Gilliam, of Gilliam Associates and recently retired Associate Vice President of Planning, Budget, and Institutional Research, Oklahoma State University, Stillwater, served as codirector of the project and provided the final crucial link in the effort. This survey used his model for both collecting and analyzing the data. He was ably assisted by his colleague, Lee Tarrant, Assistant Director of Institutional Research, Oklahoma State University.

Finally, very special thanks go to those 329 public college and university presidents and chancellors whose institutions participated in this survey.

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EXECUTIVE SUMMARY

For the fifteenth consecutive year (1981-82 through 1995-96) the College and University Personnel Association (CUPA) in Washington, DC, in conjunction with Appalachian State University, in Boone, NC, has researched and produced an annual survey of faculty salaries by discipline and rank in the nation's public four-year colleges and universities. This current survey, the CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities*, involved 329 public colleges and universities.

A "broad brush" comparison of increases in annual overall salary averages for all participating institutions over the last seven years (beginning with a comparison of the "base year" of 1988-89) is listed below. Please note that although a majority of colleges and universities participate year to year, there is a significant minority of colleges and universities that change. The survey results indicate that in 1995-96 the overall average salary for all ranks is $48,532 and the overall annual increase in salaries is 2.83 percent.

Survey Year:	"Base Year" 1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Number of Institutions:	281	279	282	290	269	307	305	329
Number of Faculty:	73,412	72,985	74,763	82,109	72,223	88,733	88,683	100,862
Average Salary for All Ranks:	$36,967	$39,020	$40,607	$42,352	$44,391	$45,951	$47,195	$48,532
Percentage Increase of Salary Annually:	0.00%	5.55%	4.07%	4.30%	4.81%	3.51%	2.71%	2.83%

A further review of the faculty salary data reported shows the following results:

Average Salaries

Again this year, the Discipline/Major Field of Engineering/Engineering leads the salary survey in overall average salaries ($60,640) with a Salary Factor of 1.25, or 25 percent above the average (1.00) of all 55 Disciplines/Major Fields. The "top five" for 1995-96 are as follows:

1. Engineering/Engineering ..... 1.25 - $60,640
2. Business Management and Administrative Services/ Accounting ..... 1.23 - $59,539
3. Business Management and Administrative Services/ Business Marketing and Marketing Management ..... 1.22 - $59,416
4. Business Management and Administrative Services/ Business Management and Administrative Services ..... 1.20 - $58,370
5. Social Sciences and History/Economics, General ..... 1.17 - $56,587

Twenty-two (40 percent) of the 55 Disciplines/Major Fields had average salaries above the 1.00 overall average. Also, 40 (73 percent) of the Disciplines/Major Fields had at least one faculty member's salary of $100,000 or more for the 9-10 month academic year. The highest salary was a professor earning $210,452 in Physical Sciences/Physics, General.

Faculty Mix Percentage

Although the average Faculty Mix Percentage (Fac Mix) of professors in the survey was 35.2 percent, 14 Disciplines/Major Fields had over 40 percent of their faculty at the professor rank. Those seven disciplines with the highest percentages of average Fac Mix at the professor rank are as follows:

1. Physical Sciences/Physics, General 50.9%
2. Physical Sciences/Geology 48.3%
3. Physical Sciences/Chemistry, General 47.9%
4. Agricultural Business and Production/Agricultural Business and Production 46.9%
5. Physical Sciences/Physical Sciences 46.1%
6. Social Sciences and History/History, General 46.1%
7. Biological Sciences/Life Sciences 44.9%

Those with the lowest percentages at the professor rank are as follows:

1. Health Professions and Related Sciences/Nursing (R.N. Training) 10.0%
2. Health Professions and Related Sciences/Occupational Therapy 12.7%
3. Library Science/Library Science 13.9%
4. Health Professions and Related Sciences/Physical Therapy 20.8%
5. Home Economics/Home Economics 21.6%

The average percentage of New Assistant Professors (New Asst Profs) in the survey is 4.6 percent. Those Disciplines/Major Fields with the highest percentages of New Asst Profs are as follows:

1. Public Administration and Services/Social Work 7.7%
2. Health Professions and Related Sciences/Occupational Therapy 7.2%
3. Education/Counselor Education/Student Counseling and Guidance Services 7.1%
4. Education/Reading Teacher Education 7.1%
5. Protective Services/Protective Services 6.8%

Those with the lowest percentages of New Asst Profs are as follows:

1. Social Sciences and History/Anthropology 2.6%
2. Agricultural Business and Production/Agricultural Business and Production 2.8%
3. Business Management and Administrative Services/
   Enterprise Management and Operations, General 2.8%
4. Physical Sciences/Physics, General 2.8%
5. Business Management and Administrative Services/
   Business Marketing and Marketing Management 3.0%

Obviously, numerous analyses of the data may be made from the survey. To address individual institutional data needs, "Special Studies" (computer printouts) of 10 or more institutions are available from the data base and may be requested from CUPA for a nominal fee. These studies consist of salary comparisons between either an institution and 10 or more other institutions or salary comparisons of institutions with similar sets of characteristics (i.e., enrollment, faculty, administrative staff, geographical location, and/or budget). **Confidentiality of data is guaranteed**—no institutional datum is released. *Please see the Special Study Order Form on page 47.*

Finally, a series of articles describing the changes in average salary within individual Disciplines/Major Fields and specific ranks compared with the Consumer Price Index over time are written annually by Dr. Richard D. Howe, Director of the CUPA Faculty Salary Surveys (private and public), and are published in ERIC's *Resources in Education*. Each article consists of four-year, salary-trend data from the CUPA data base on a "rolling" basis for most of the applicable Disciplines/Major Fields beginning in 1986 for the years 1982-83 through 1985-86, etc., using data from the same institutions for both study years.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on human resource issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the council to the CUPA Board of Directors for approval.

Once the board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83, 213 participated in 1983-84, 262 participated in 1984-85, 262 participated in 1985-86, 261 participated in 1986-87, 272 participated in 1987-88, 281 participated in 1988-89, 279 participated in 1989-90, 282 participated in 1990-91, 290 participated in 1991-92, 269 participated in 1992-93, 307 participated in 1993-94, 305 participated in 1994-95, and 329 participated in this academic year, 1995-96.

This 1995-96 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year, 1995-96, the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990*, and many of the four-and six-digit areas. The results are released early in the year so that the most current data available can be effectively used by line administrators.

For the twelfth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. This information is another example of a "special study" that can be requested by institutions from CUPA for a nominal fee. The names of all participating institutions for the 10 years of the survey are listed in Appendix A. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA or to Dr. Richard D. Howe at Appalachian State University.

The Need

Data of faculty compensation currently are being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. Specifically, data about salaries at different ranks and within specific disciplines for different types of institutions are missing. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 55 disciplines of participating public four-year colleges and universities in the United States and comparing the average, low, and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 329 public institutions that participated in the survey this year. Percentages of teaching faculty by rank in a given discipline also were collected.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. This faculty salary survey collects institutional characteristics such as classification, affiliation, geographical location, budget, and Full Time Equivalency (FTE) for student enrollment, faculty, and staff. An institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the twelfth straight year, participating institutions may request, for a nominal fee, percentile rank (PR) studies that will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most important, CUPA is able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey, and participating institutions are encouraged to take advantage of this service.

Finally, those institutions that participated in the twelfth (1992-93) and fifteenth (1995-96) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions that have participated in at least one of the surveys may have their data compared with data in any configuration of 10 or more institutions. (Please understand that only cells with four or more data elements are used.) Institutions that have *not* participated in any of the surveys may still request salary data of 10 or more institutions that have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 47.

Methodology

This CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Public Four-Year Colleges and Universities* provides data collected and tabulated about full-time salaries for faculty in 55 selected Disciplines/Major Fields. These were chosen from among the academic areas defined by *A Classification of Instructional Programs 1990, (CIP).* A list of Disciplines/Major Fields used in this survey can be found on pages xiii-xvi. The faculty salaries of 100,862 faculty members are found in the Data Tables. The list of 329 public four-year institutions that participated in the 1995-96 survey is found in Appendix A. Also listed in Appendix A are all of the public four-year colleges and universities that have participated in the annual survey from 1985-86 through 1995-96.

Analysis of Data

To organize the data and permit comparisons among disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined in the following section.

Note: Users of this survey may find the category "New Assistant Professor" especially useful in making hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

Salary—based on a 9- or 10-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

Average Salary—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

High Salary—the highest salary for any full-time individual of the defined group for which the information is reported.

Low Salary—the lowest salary for any full-time individual of the defined group for which the information is reported.

Fac Mix—the percentage of faculty in a given Discipline/Major Field who hold a given academic rank. For example, the Fac Mix factor of 33.1 percent for associate professor in the Discipline/Major Field of Business Management and Administrative Services/Accounting means that 33.1 percent of the faculty in that Discipline/Major Field hold the rank of associate professor.

Salary Factor—for a given rank of a given Discipline/Major Field, the ratio of the average salary to the total average salary of all institutions. For example, a Salary Factor of 1.37 for assistant professor of accounting means that the salary is 37 percent higher than the average salary of all assistant professors of all institutions who participated in the survey.

Rank—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

Num—the number of faculty members whose salaries were included to compute the average salary.

Ins—the number of institutions that have reported salary data for a given academic rank and a given Discipline/Major Field.

Participating Institutions—the number of institutions responding to the survey questionnaire.

New Asst Prof—the grouping of assistant professors who were hired for the first time in fall 1995. All data for this group were included in the Asst Prof group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: Business/Managerial Economics and Communications:

1. *Size of the Sample*. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for Business/Managerial Economics (BE) as compared with Communications (C):

	Num	Ins
BE	937	106
C	2,442	226

2. *Average Salary*. The average salary for every rank in Business/Managerial Economics was higher than in Communications:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	64,873	52,818	49,224	48,279	32,811	55,830
C	56,932	44,908	36,684	34,906	28,283	43,181

3. *High and Low Salaries*. In Business/Managerial Economics the high salaries are higher than in Communications at all ranks except for Instructor. For the low salaries, Business/Managerial Economics faculty are higher at every rank except Associate Professor.

High Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	145,500	80,350	70,200	65,316	46,500	145,500
C	101,852	79,535	65,000	65,000	49,025	101,852

Low Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	39,185	25,920	30,024	30,024	21,600	21,600
C	34,412	28,880	25,000	25,500	11,037	11,037

4. *Faculty Mix Percentage* (Fac Mix). The percentages of faculty in each rank are dissimilar. For example, in Business/Managerial Economics, 37.6 percent of the faculty hold the rank of Professor compared with Communications where 24.7 percent of the faculty hold the rank of Professor. This comparison clearly indicates that Business/Managerial Economics is an "older" discipline whereas Communications is a relatively "newer" discipline. The comparisons for all ranks between the two major fields are as follows (note that the New Asst Prof percentage is included in Asst Prof):

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	37.6%	34.4%	25.0%	4.3%	3.1%	100.0%
C	24.7%	30.0%	33.9%	5.4%	11.5%	100.0%

It is interesting to note how the faculty mix percentage differs among a relatively "newer" major field such as Nursing (N) and an "older" field such as Philosophy and Religion (PR), and also how these differences compare with the overall average of All Major Fields (AMF) in the study. The comparisons for the major fields of Nursing (N), Philosophy and Religion (PR), and for the overall study average of All Major Fields (AMF) are noted below:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
N	10.0%	27.4%	47.7%	5.0%	14.9%	100.0%
PR	42.6%	32.3%	22.8%	4.2%	2.2%	100.0%
AMF	35.2%	30.0%	28.2%	4.6%	6.6%	100.0%

5. *Salary Factor*. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 1.00 (100%), represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, that in Business/Managerial Economics the average salary of Professor is 8 percent above the average salary of all Professors from all reporting institutions (1.00), and is 14 percent above the average salary of Professors in Communications. The salary factors also show that for every rank, the salary factor (average salary) for Business/Managerial Economics faculty is higher than the average salary for Communications faculty:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	1.07	1.11	1.26	1.31	1.13	1.15
C	0.94	0.95	0.94	0.95	0.97	0.89

In all 55 major discipline fields except Business Management and Administrative Services, collective bargaining faculty have a higher salary factor than for noncollective bargaining faculty. One hundred (100) of the 329 participating institutions (30.4%) had collective bargaining contracts with their faculties. The average salary for collective bargaining institutions is 13.5 percent higher than for noncollective bargaining institutions in the survey.

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CLASSIFICATION OF INSTRUCTIONAL PROGRAMS

Each participating institution in this CUPA survey of faculty salaries by discipline and rank is requested to supply appropriate salary information for the following selected major fields as described in *A Classification of Instructional Programs, 1990 (CIP)* National Center for Education Statistics, U.S. Department of Education. This is the "new" classification and it updates the "old" 1985 version.

In the left column are listed the codes of the selected major fields ("a summary of groups of instructional programs" or "an instructional program") in the survey.

In the right column are listed titles and descriptions of selected major fields in the survey ("a summary of groups of instructional programs" or "an instructional program").

01.	**AGRICULTURAL BUSINESS AND PRODUCTION.** A summary of groups of instructional programs that prepares individuals to apply scientific knowledge, methods, and techniques to agricultural business and production.
04.	**ARCHITECTURE AND RELATED PROGRAMS.** A summary of groups of instructional programs that describes the principles and methods used to create, adapt, alter, preserve, and control human physical and social surroundings and habitations.
05.	**AREA, ETHNIC, AND CULTURAL STUDIES.** A summary of groups of instructional programs that describes the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits, and customs.
09.	**COMMUNICATIONS.** A summary of groups of instructional programs that describes the creation, transmission, and evaluation of messages.
10.0101	**EDUCATIONAL/INSTRUCTIONAL MEDIA TECH/TECHNICIAN.** A group of instructional programs that prepares individuals to support and assist communications professionals and skilled communications workers.
11.	**COMPUTER AND INFORMATION SCIENCES.** A summary of groups of instructional programs that describes the design, development, and operation of electronic data storage and processing systems, including hardware and software.
13.	**EDUCATION.** A summary of groups of instructional programs that describes the theory and practice of learning and teaching and related research, administrative, and support services.
13.0301	**CURRICULUM AND INSTRUCTION.** An instructional program that describes the study of the curriculum and related instructional processes and tools and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs, or educational levels.
13.0401	**EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL.** An instructional program that generally describes the study of the principles and techniques of administering a wide variety of schools and other educational organizations and facilities, supervising educational personnel at the school or staff level, and that may prepare individuals as general administrators and supervisors.
13.1001	**SPECIAL EDUCATION, GENERAL.** An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.
13.1101	**COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES.** An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle, and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.
13.13	**TEACHER EDUCATION, SPECIFIC ACADEMIC AND VOCATIONAL PROGRAMS.** A group of instructional programs that prepares individuals to teach subject matter in specific academic and vocational programs at various educational levels.
13.1309	**TECHNOLOGY TEACHER EDUCATION/INDUSTRIAL ARTS TEACHER EDUCATION.** An instructional program that prepares individuals to teach technology education/industrial arts programs at various educational levels.
13.1315	**READING TEACHER EDUCATION.** An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.
14.	**ENGINEERING.** A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.
15.	**ENGINEERING-RELATED TECHNOLOGIES.** A summary of groups of instructional programs that prepares individuals to apply basic engineering principles and technical skills in support of engineering and related projects.

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16. **FOREIGN LANGUAGES AND LITERATURES.** A summary of groups of instructional programs that describes the study of languages other than English and the study of related aspects of foreign literatures and cultures.

19. **HOME ECONOMICS.** A summary of groups of instructional programs that describes the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families and the effects of these factors on society and the workplace.

23. **ENGLISH LANGUAGE AND LITERATURE/LETTERS.** A summary of groups of instructional programs that describes the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.

25. **LIBRARY SCIENCE.** A summary of groups of instructional programs that describes the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use. (If your professional librarians have "faculty status," please include them along with your professors.)

26. **BIOLOGICAL SCIENCES/LIFE SCIENCES.** A summary of groups of instructional programs that describes the scientific study of living organisms and their systems.

27. **MATHEMATICS.** A summary of groups of instructional programs that describes the systematic study of logical symbolic language and its applications.

30. **MULTI/INTERDISCIPLINARY STUDIES.** A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.

31. **PARKS, RECREATION, LEISURE, AND FITNESS STUDIES.** A summary of groups of instructional programs that describes the principles and practices of managing parks and other recreational and fitness facilities; providing recreational, leisure, and fitness services; and the study of human fitness.

38. **PHILOSOPHY AND RELIGION.** A summary of groups of instructional programs that describes the study of modes, methods, and types of logical inquiry; and the study of organized systems of belief and related practices.

40. **PHYSICAL SCIENCES.** A summary of groups of instructional programs that describes the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.

40.0501 **CHEMISTRY, GENERAL.** A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.

40.0601 **GEOLOGY.** A group of instructional programs that describes the natural history and physical properties of the earth.

40.0801 **PHYSICS, GENERAL.** An instructional program that generally describes the scientific study of matter and energy and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.

42. **PSYCHOLOGY.** A summary of groups of instructional programs that describes the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional, and neurological activity.

43. **PROTECTIVE SERVICES.** A summary of groups of instructional programs that describes the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.

44.0701 **SOCIAL WORK.** An instructional program that prepares individuals for the professional practice of social welfare administration and counseling and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.

45.0101 **SOCIAL SCIENCES, GENERAL.** An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.

45.0201 **ANTHROPOLOGY.** An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.

45.0601 **ECONOMICS, GENERAL.** An instructional program that generally describes the systematic study of the production, conservation, and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro- and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.

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45.0701 **GEOGRAPHY.** An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant, and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.

45.0801 **HISTORY, GENERAL.** An instructional program that generally describes the study and interpretation of the past, including the gathering, recording, synthesizing, and criticizing of evidence and theories about past events. Includes instruction in historiography; historical research methods; studies of specific periods, issues, and cultures; and applications to areas such as historic preservation, public policy, and records administration.

45.1001 **POLITICAL SCIENCE AND GOVERNMENT, GENERAL.** An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.

45.1101 **SOCIOLOGY.** An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.

50. **VISUAL AND PERFORMING ARTS.** A summary of groups of instructional programs that describes the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.

50.0501 **DRAMA/THEATER ARTS, GENERAL.** A group of instructional programs that describe the study of drama and the theater and the professional production and performance of dramatic works.

50.0701 **ART, GENERAL.** A group of instructional programs that prepares individuals as professional studio artists and arts managers and that describe the study of art.

50.0901 **MUSIC, GENERAL.** An instructional program that generally describes the study and appreciation of music and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.

51.0204 **SPEECH PATHOLOGY AND AUDIOLOGY.** An instructional program that prepares individuals to provide therapeutic care to people with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitation; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.

51.1601 **NURSING (R.N. TRAINING).** An instructional program that generally prepares individuals in the knowledge, techniques, and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.

51.2201 **PUBLIC HEALTH, GENERAL.** A group of instructional programs that prepares individuals to provide publicly supervised health services to community, regional, national, and international health services.

51.2306 **OCCUPATIONAL THERAPY.** An instructional program that prepares individuals to employ self-care, work, and play activities as therapeutic regimes for patients to increase independent functioning, enhance development, and assist recovery from disability. Includes instruction in adapting therapeutic tasks or environments to achieve maximum independence and enhance the quality of life for each patient.

51.2308 **PHYSICAL THERAPY.** An instructional program that prepares individuals, on referral by a physician, to evaluate patients and plan and execute treatment programs to prevent or remediate physical dysfunction, relieve pain, and prevent further disability. Includes instruction in patho- and therapeutic kinesiology, equipment design and maintenance, treatment regimes, and the evaluation of skeletal, neurological, and cardiovascular disorders. Also includes instruction in patient counseling, personnel supervision, and record keeping.

52. **BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES.** A summary of groups of instructional programs that prepares individuals to perform managerial, research, and technical support functions related to the commercial and/or nonprofit production, buying, and selling of goods and services.

52.0201 **BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL.** An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resource management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.

52.0301 **ACCOUNTING.** An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business

information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and nonprofit organizations.

52.0401 **ADMINISTRATIVE ASSISTANT/SECRETARIAL SERVICES, GENERAL.** A group of instructional programs that prepares individuals to provide administrative and office support services.

52.0601 **BUSINESS/MANAGERIAL ECONOMICS.** An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking, and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular businesses and business problems.

52.0701 **ENTERPRISE MANAGEMENT AND OPERATION, GENERAL.** A group of instructional programs that prepares individuals to develop, own, and operate businesses.

52.1401 **BUSINESS MARKETING AND MARKETING MANAGEMENT.** A group of instructional programs that prepares individuals to provide services for moving goods and services from producer to consumer and to manage such services.

List of Selected Disciplines and Major Fields and the Data Tables

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NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : AGRICULTURAL BUSINESS AND PRODUCTION
DISCIPLINE : Agricultural Business and Production 010000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	60,304	558	58	45,895	380	57	38,166	226	55	35,168	33	23	29,472	27	17	50,807	1191	66
HIGH	136,778			70,728			69,000			55,000			39,999			136,778		
LOW	31,194			30,281			18,872			30,000			15,000			15,000		
FAC MIX	46.9%			31.9%			19.0%			2.8%			2.3%			100.0%		
SAL FACTOR	1.00			0.97			0.97			0.95			1.01			1.05		
NCB AVERAGE	59,434	425	49	45,713	302	48	37,759	171	48	34,939	32	22	28,676	22	14	50,166	920	55
HIGH	108,012			70,728			69,000			55,000			39,999			108,012		
LOW	31,194			30,281			27,927			30,000			15,000			15,000		
FAC MIX	46.2%			32.8%			18.6%			3.5%			2.4%			100.0%		
SAL FACTOR	0.98			0.96			0.96			0.95			0.98			1.03		
CB AVERAGE	63,081	133	9	46,600	78	9	39,431	55	7	42,500	1	1	32,973	5	3	52,982	271	11
HIGH	136,778			64,110			54,552			42,500			36,300			136,778		
LOW	41,469			30,404			18,872			42,500			28,859			18,872		
FAC MIX	49.1%			28.8%			20.3%			0.4%			1.8%			100.0%		
SAL FACTOR	1.04			0.98			1.01			1.15			1.13			1.09		

CATEGORY : ARCHITECTURE AND RELATED PROGRAMS
DISCIPLINE : Architecture and Related Programs 040000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	61,870	219	37	48,280	234	40	37,977	154	41	36,167	24	16	38,606	23	13	50,132	630	45
HIGH	111,300			77,214			56,344			42,780			64,468			111,300		
LOW	34,414			28,570			28,250			30,000			22,000			22,000		
FAC MIX	34.8%			37.1%			24.4%			3.8%			3.7%			100.0%		
SAL FACTOR	1.02			1.02			0.97			0.98			1.33			1.03		
NCB AVERAGE	60,088	123	24	46,638	182	26	37,046	111	27	33,740	12	9	40,042	18	9	47,723	434	29
HIGH	109,021			71,504			56,344			39,960			64,468			109,021		
LOW	34,414			28,570			28,250			30,000			22,502			22,502		
FAC MIX	28.3%			41.9%			25.6%			2.8%			4.1%			100.0%		
SAL FACTOR	0.99			0.98			0.95			0.92			1.38			0.98		
CB AVERAGE	64,152	96	13	54,027	52	14	40,379	43	14	38,593	12	7	33,434	5	4	55,467	196	16
HIGH	111,300			77,214			53,829			42,780			40,958			111,300		
LOW	43,175			40,000			32,528			33,500			22,000			22,000		
FAC MIX	49.0%			26.5%			21.9%			6.1%			2.6%			100.0%		
SAL FACTOR	1.06			1.14			1.03			1.05			1.15			1.14		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : AREA, ETHNIC, AND CULTURAL STUDIES
DISCIPLINE : Area, Ethnic, and Cultural Studies 050000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	64,721	136	37	52,925	130	42	40,099	111	44	36,331	18	16	32,134	28	16	51,934	405	57
HIGH	125,233			83,933			63,591			42,409			52,637			125,233		
LOW	40,595			34,900			12,590			27,000			22,260			12,590		
FAC MIX	33.6%			32.1%			27.4%			4.4%			6.9%			100.0%		
SAL FACTOR	1.07			1.11			1.02			0.99			1.10			1.07		
NCB AVERAGE	66,542	40	14	48,746	47	20	36,992	56	21	34,610	9	9	32,764	16	7	47,475	159	26
HIGH	94,682			77,676			47,837			40,000			52,637			94,682		
LOW	44,355			34,900			12,590			27,000			22,260			12,590		
FAC MIX	25.2%			29.6%			35.2%			5.7%			10.1%			100.0%		
SAL FACTOR	1.10			1.03			0.94			0.94			1.13			0.98		
CB AVERAGE	63,963	96	23	55,292	83	22	43,264	55	23	38,051	9	7	31,294	12	9	54,816	246	31
HIGH	125,233			83,933			63,591			42,409			40,565			125,233		
LOW	40,595			35,514			28,332			33,000			25,606			25,606		
FAC MIX	39.0%			33.7%			22.4%			3.7%			4.9%			100.0%		
SAL FACTOR	1.06			1.16			1.11			1.03			1.07			1.13		

CATEGORY : COMMUNICATIONS
DISCIPLINE : Communications 090000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,932	602	180	44,908	733	197	36,684	827	204	34,906	133	85	28,283	280	110	43,181	2442	226
HIGH	101,852			79,535			65,000			65,000			49,025			101,852		
LOW	34,412			28,880			25,000			25,500			11,037			11,037		
FAC MIX	24.7%			30.0%			33.9%			5.4%			11.5%			100.0%		
SAL FACTOR	0.94			0.95			0.94			0.95			0.97			0.89		
NCB AVERAGE	54,641	351	120	42,935	480	130	35,432	571	143	34,432	94	58	27,878	217	85	40,809	1619	157
HIGH	100,136			67,015			65,000			65,000			48,504			100,136		
LOW	34,412			28,880			25,000			25,500			18,000			18,000		
FAC MIX	21.7%			29.6%			35.3%			5.8%			13.4%			100.0%		
SAL FACTOR	0.90			0.90			0.91			0.93			0.96			0.84		
CB AVERAGE	60,136	251	60	48,652	253	67	39,477	256	61	36,048	39	27	29,678	63	25	47,848	823	69
HIGH	101,852			79,535			57,109			53,675			49,025			101,852		
LOW	36,022			30,995			27,480			28,953			11,037			11,037		
FAC MIX	30.5%			30.7%			31.1%			4.7%			7.7%			100.0%		
SAL FACTOR	0.99			1.02			1.01			0.98			1.02			0.99		

NCB: Noncollective Bargaining
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FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : COMMUNICATIONS TECHNOLOGIES
DISCIPLINE : Educational/Instructional Media Tech./Technician 100101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	59,484	40	18	46,617	50	22	39,409	52	22	36,987	10	9	26,235	9	5	46,329	151	31
HIGH	80,824			71,860			58,678			47,625			29,870			80,824		
LOW	36,336			29,000			26,340			28,665			24,060			24,060		
FAC MIX	26.5%			33.1%			34.4%			6.6%			6.0%			100.0%		
SAL. FACTOR	0.98			0.98			1.01			1.00			0.90			0.95		
NCB AVERAGE	55,314	27	12	39,167	28	14	35,560	30	13	32,327	5	5	26,235	9	5	41,416	94	21
HIGH	80,824			54,316			47,729			38,000			29,870			80,824		
LOW	36,336			29,000			26,340			28,665			24,060			24,060		
FAC MIX	28.7%			29.8%			31.9%			5.3%			9.6%			100.0%		
SAL FACTOR	0.91			0.83			0.91			0.88			0.90			0.85		
CB AVERAGE	68,145	13	6	56,099	22	8	44,658	22	9	41,646	5	4				54,430	57	10
HIGH	77,408			71,860			58,678			47,625						77,408		
LOW	51,776			46,227			32,000			32,000						32,000		
FAC MIX	22.8%			38.6%			38.6%			8.8%						100.0%		
SAL FACTOR	1.12			1.18			1.14			1.13						1.12		

CATEGORY : COMPUTER AND INFORMATION SCIENCES
DISCIPLINE : Computer and Information Sciences 110000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	68,346	798	218	55,382	883	234	47,222	750	239	45,481	95	68	31,894	198	96	55,220	2629	282
HIGH	150,000			97,691			83,130			69,500			56,437			150,000		
LOW	36,036			27,764			24,895			27,000			15,422			15,422		
FAC MIX	30.4%			33.6%			28.5%			3.6%			7.5%			100.0%		
SAL FACTOR	1.13			1.17			1.21			1.23			1.10			1.14		
NCB AVERAGE	66,969	460	147	54,269	572	158	46,618	529	165	45,050	67	52	31,104	147	72	53,326	1708	195
HIGH	150,000			97,691			83,130			69,500			52,038			150,000		
LOW	36,036			27,764			24,895			27,000			15,422			15,422		
FAC MIX	26.9%			33.5%			31.0%			3.9%			8.6%			100.0%		
SAL FACTOR	1.11			1.14			1.19			1.22			1.07			1.10		
CB AVERAGE	70,220	338	71	57,428	311	76	48,667	221	74	46,513	28	16	34,172	51	24	58,732	921	87
HIGH	122,570			81,391			74,092			59,400			56,437			122,570		
LOW	40,482			29,942			26,864			28,000			23,000			23,000		
FAC MIX	36.7%			33.8%			24.0%			3.0%			5.5%			100.0%		
SAL FACTOR	1.16			1.21			1.24			1.26			1.17			1.21		

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FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : EDUCATION
DISCIPLINE : Education

130000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,568	1595	210	44,764	1597	214	37,052	1683	212	35,075	311	129	29,557	349	116	44,867	5224	227
HIGH	135,269			89,698			77,079			51,200			59,643			135,269		
LOW	27,816			20,000			12,969			12,969			14,890			12,969		
FAC MIX	30.5%			30.6%			32.2%			6.0%			6.7%			100.0%		
SAL FACTOR	0.93			0.94			0.95			0.95			1.02			0.92		
NCB AVERAGE	55,465	1140	150	43,891	1130	153	36,593	1237	153	34,924	243	97	29,623	277	88	43,948	3784	162
HIGH	135,269			89,698			59,883			46,000			59,643			135,269		
LOW	27,816			20,000			25,000			25,000			14,890			14,890		
FAC MIX	30.1%			29.9%			32.7%			6.4%			7.3%			100.0%		
SAL FACTOR	0.92			0.92			0.93			0.95			1.02			0.91		
CB AVERAGE	59,332	455	60	46,877	467	61	38,324	446	59	35,618	68	32	29,300	72	28	47,285	1440	65
HIGH	109,940			74,701			77,079			51,200			41,835			109,940		
LOW	37,908			28,500			12,969			12,969			17,529			12,969		
FAC MIX	31.6%			32.4%			31.0%			4.7%			5.0%			100.0%		
SAL FACTOR	0.98			0.99			0.98			0.97			1.01			0.97		

CATEGORY : EDUCATION
DISCIPLINE : Curriculum and Instruction

130301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	57,206	467	81	45,994	406	84	36,869	457	79	34,013	83	40	30,205	99	40	45,646	1429	92
HIGH	100,468			67,346			61,146			41,899			53,000			100,468		
LOW	11,693			30,309			19,425			19,425			8,000			8,000		
FAC MIX	32.7%			28.4%			32.0%			5.8%			6.9%			100.0%		
SAL FACTOR	0.94			0.97			0.94			0.92			1.04			0.94		
NCB AVERAGE	53,693	307	55	42,749	260	61	35,718	334	55	33,956	64	28	29,866	75	29	42,795	976	65
HIGH	98,192			63,499			61,146			41,899			53,000			98,192		
LOW	36,183			30,309			23,931			25,773			8,000			8,000		
FAC MIX	31.5%			26.6%			34.2%			6.6%			7.7%			100.0%		
SAL FACTOR	0.89			0.90			0.91			0.92			1.03			0.88		
CB AVERAGE	63,948	160	26	51,773	146	23	39,994	123	24	34,206	19	12	31,265	24	11	51,788	453	27
HIGH	100,468			67,346			52,579			41,282			38,674			100,468		
LOW	11,693			32,899			19,425			19,425			23,571			11,693		
FAC MIX	35.3%			32.2%			27.2%			4.2%			5.3%			100.0%		
SAL FACTOR	1.06			1.09			1.02			0.93			1.07			1.07		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : EDUCATION
DISCIPLINE : Education Administration and Supervision, General 130401

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
ALL AVERAGE	60,129	332	93	47,759	270	92	39,001	177	74	36,629	38	27	29,326	14	12	50,658	793	114
HIGH	135,269			88,982			57,307			48,922			35,000			135,269		
LOW	32,838			32,581			25,000			25,000			23,690			23,690		
FAC MIX	41.9%			34.0%			22.3%			4.8%			1.8%			100.0%		
SAL FACTOR	0.99			1.01			1.00			0.99			1.01			1.04		
NCB AVERAGE	59,377	227	62	47,089	172	60	38,862	138	53	35,385	27	18	29,428	13	11	49,679	550	80
HIGH	135,269			88,982			53,684			42,000			35,000			135,269		
LOW	32,838			32,581			25,000			25,000			23,690			23,690		
FAC MIX	41.3%			31.3%			25.1%			4.9%			2.4%			100.0%		
SAL FACTOR	0.98			0.99			0.99			0.96			1.01			1.02		
CB AVERAGE	61,754	105	31	48,935	98	32	39,493	39	21	39,682	11	9	28,000	1	1	52,873	243	34
HIGH	93,600			68,608			57,307			48,922			28,000			93,600		
LOW	36,308			34,117			28,654			34,000			28,000			28,000		
FAC MIX	43.2%			40.3%			16.0%			4.5%			0.4%			100.0%		
SAL FACTOR	1.02			1.03			1.01			1.08			0.96			1.09		

CATEGORY : EDUCATION
DISCIPLINE : Special Education, General 131001

ALL AVERAGE	56,046	295	100	44,859	263	96	37,513	259	96	35,494	58	43	29,805	43	30	45,731	860	126
HIGH	98,177			64,062			52,213			44,838			39,316			98,177		
LOW	35,438			30,393			25,933			26,160			18,387			18,387		
FAC MIX	34.3%			30.6%			30.1%			6.7%			5.0%			100.0%		
SAL FACTOR	0.93			0.95			0.96			0.96			1.02			0.94		
NCB AVERAGE	53,390	164	62	42,680	159	59	35,957	163	59	35,811	31	22	30,508	29	19	43,277	515	81
HIGH	98,177			60,993			50,179			44,838			39,316			98,177		
LOW	35,438			30,393			25,933			29,962			21,340			21,340		
FAC MIX	31.8%			30.9%			31.7%			6.0%			5.6%			100.0%		
SAL FACTOR	0.88			0.90			0.92			0.97			1.05			0.89		
CB AVERAGE	59,371	131	38	48,191	104	37	40,155	96	37	35,131	27	21	28,348	14	11	49,395	345	45
HIGH	77,128			64,062			52,213			41,282			38,754			77,128		
LOW	41,765			33,358			26,160			26,160			18,387			18,387		
FAC MIX	38.0%			30.1%			27.8%			7.8%			4.1%			100.0%		
SAL FACTOR	0.98			1.02			1.03			0.95			0.97			1.02		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : EDUCATION
DISCIPLINE : Counselor Educ/Student Counseling and Guidance Services 131101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	58,625	277	80	45,523	227	84	37,308	211	85	35,104	52	39	30,807	22	18	47,656	737	102
HIGH	96,720			69,710			55,000			45,216			41,627			96,720		
LOW	22,279			30,842			21,735			21,735			22,660			21,735		
FAC MIX	37.6%			30.8%			28.6%			7.1%			3.0%			100.0%		
SAL FACTOR	0.97			0.96			0.95			0.95			1.06			0.98		
NCB AVERAGE	54,478	161	51	43,076	136	50	35,964	118	51	34,262	32	26	29,876	11	9	45,074	426	65
HIGH	94,684			60,993			51,232			40,007			37,128			94,684		
LOW	22,279			30,842			21,735			21,735			22,660			21,735		
FAC MIX	37.8%			31.9%			27.7%			7.5%			2.6%			100.0%		
SAL FACTOR	0.90			0.91			0.92			0.93			1.03			0.93		
CB AVERAGE	64,381	116	29	49,181	91	34	39,013	93	34	36,451	20	13	31,739	11	9	51,193	311	37
HIGH	96,720			69,710			55,000			45,216			41,627			96,720		
LOW	41,031			34,420			31,000			31,000			26,723			26,723		
FAC MIX	37.3%			29.3%			29.9%			6.4%			3.5%			100.0%		
SAL FACTOR	1.06			1.04			1.00			0.99			1.09			1.05		

CATEGORY : EDUCATION
DISCIPLINE : Teacher Education/ Specific Academic & Vocational Pgms 131300

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	54,743	432	86	43,921	475	98	36,545	531	97	34,953	79	44	29,092	154	57	42,963	1592	109
HIGH	89,716			72,300			58,600			47,867			48,603			89,716		
LOW	35,120			19,053			19,632			24,000			11,800			11,800		
FAC MIX	27.1%			29.8%			33.4%			5.0%			9.7%			100.0%		
SAL FACTOR	0.90			0.93			0.93			0.95			1.00			0.89		
NCB AVERAGE	54,607	287	62	43,165	325	68	36,001	400	70	34,618	56	32	30,218	109	43	42,279	1121	78
HIGH	89,716			72,300			58,600			42,336			48,603			89,716		
LOW	37,842			24,098			19,632			24,000			14,000			14,000		
FAC MIX	25.6%			29.0%			35.7%			5.0%			9.7%			100.0%		
SAL FACTOR	0.90			0.91			0.92			0.94			1.04			0.87		
CB AVERAGE	55,010	145	24	45,557	150	30	38,205	131	27	35,769	23	12	26,364	45	14	44,589	471	31
HIGH	85,000			63,214			56,025			47,867			38,298			85,000		
LOW	35,120			19,053			24,000			24,000			11,800			11,800		
FAC MIX	30.8%			31.8%			27.8%			4.9%			9.6%			100.0%		
SAL FACTOR	0.91			0.96			0.98			0.97			0.91			0.92		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : EDUCATION
DISCIPLINE : Technology/Industrial Arts Teacher Education 131309

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	55,153	131	41	44,632	117	38	37,465	84	33	36,980	15	9	30,724	21	10	46,004	353	51
HIGH	81,409			61,523			50,179			45,216			39,402			81,409		
LOW	37,653			32,386			27,673			30,472			22,417			22,417		
FAC MIX	37.1%			33.1%			23.8%			4.2%			5.9%			100.0%		
SAL FACTOR	0.91			0.94			0.96			1.00			1.06			0.95		
NCB AVERAGE	53,815	107	34	43,973	102	32	37,145	67	28	37,030	10	6	30,724	21	10	45,042	297	43
HIGH	81,409			58,088			50,179			43,346			39,402			81,409		
LOW	37,653			32,386			27,673			33,700			22,417			22,417		
FAC MIX	36.0%			34.3%			22.6%			3.4%			7.1%			100.0%		
SAL FACTOR	0.89			0.93			0.95			1.01			1.06			0.93		
CB AVERAGE	61,118	24	7	49,111	15	6	38,725	17	5	36,880	5	3				51,104	56	8
HIGH	80,604			61,523			45,216			45,216						80,604		
LOW	44,040			36,738			30,472			30,472						30,472		
FAC MIX	42.9%			26.8%			30.4%			8.9%						100.0%		
SAL FACTOR	1.01			1.03			0.99			1.00						1.05		

CATEGORY : EDUCATION
DISCIPLINE : Reading Teacher Education 131315

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	53,012	95	44	42,633	61	29	36,661	64	33	35,627	17	12	28,638	19	12	44,047	239	59
HIGH	93,008			61,523			50,610			42,500			44,000			93,008		
LOW	27,500			24,098			27,000			29,956			21,688			21,688		
FAC MIX	39.7%			25.5%			26.8%			7.1%			7.9%			100.0%		
SAL FACTOR	0.87			0.90			0.94			0.97			0.98			0.91		
NCB AVERAGE	49,638	69	34	40,463	40	21	35,752	49	24	35,672	10	7	27,379	14	8	41,737	172	47
HIGH	68,323			60,992			42,500			42,500			31,710			68,323		
LOW	27,500			24,098			27,000			31,212			21,688			21,688		
FAC MIX	40.1%			23.3%			28.5%			5.8%			8.1%			100.0%		
SAL FACTOR	0.82			0.85			0.91			0.97			0.94			0.86		
CB AVERAGE	61,967	26	10	46,766	21	8	39,629	15	9	35,562	7	5	32,163	5	4	49,977	67	12
HIGH	93,008			61,523			50,610			38,000			44,000			93,008		
LOW	41,585			34,719			29,956			29,956			28,491			28,491		
FAC MIX	38.8%			31.3%			22.4%			10.4%			7.5%			100.0%		
SAL FACTOR	1.02			0.99			1.01			0.97			1.10			1.03		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : ENGINEERING
DISCIPLINE : Engineering

140000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	72,282	2016	104	55,954	1532	108	48,101	1122	104	47,081	157	66	35,087	87	40	60,640	4757	117
HIGH	147,632			88,000			67,930			63,000			55,000			147,632		
LOW	37,400			15,463			24,000			26,772			20,000			15,463		
FAC MIX	42.4%			32.2%			23.6%			3.3%			1.8%			100.0%		
SAL FACTOR	1.19			1.18			1.23			1.28			1.21			1.25		
NCB AVERAGE	72,138	1413	75	55,377	1126	80	48,101	825	74	46,433	122	52	35,093	68	31	60,127	3432	85
HIGH	147,632			88,000			63,222			63,000			55,000			147,632		
LOW	37,400			15,463			24,000			26,772			20,000			15,463		
FAC MIX	41.2%			32.8%			24.0%			3.6%			2.0%			100.0%		
SAL FACTOR	1.19			1.17			1.23			1.26			1.21			1.24		
CB AVERAGE	72,620	603	29	57,557	406	28	48,100	297	30	49,337	35	14	35,066	19	9	61,970	1325	32
HIGH	136,826			81,676			67,930			56,000			53,526			136,826		
LOW	40,000			34,000			29,664			42,000			21,000			21,000		
FAC MIX	45.5%			30.6%			22.4%			2.6%			1.4%			100.0%		
SAL FACTOR	1.20			1.21			1.23			1.34			1.20			1.28		

CATEGORY : ENGINEERING-RELATED TECHNOLOGIES
DISCIPLINE : Engineering-Related Technologies

150000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	57,579	301	82	48,213	468	92	40,676	417	97	40,812	56	37	34,310	108	46	46,802	1294	108
HIGH	109,000			75,899			65,569			62,500			57,404			109,000		
LOW	36,192			30,108			19,313			30,000			23,000			19,313		
FAC MIX	23.3%			36.2%			32.2%			4.3%			8.3%			100.0%		
SAL FACTOR	0.95			1.02			1.04			1.11			1.18			0.96		
NCB AVERAGE	55,882	229	59	46,429	349	68	39,837	319	71	39,567	41	27	32,216	80	35	45,329	977	79
HIGH	109,000			69,425			62,500			62,500			42,411			109,000		
LOW	36,192			30,108			19,313			30,000			23,000			19,313		
FAC MIX	23.4%			35.7%			32.7%			4.2%			8.2%			100.0%		
SAL FACTOR	0.92			0.98			1.02			1.07			1.11			0.93		
CB AVERAGE	62,975	72	23	53,442	119	24	43,408	98	26	44,217	15	10	40,293	28	11	51,344	317	29
HIGH	100,243			75,899			65,569			55,000			57,404			100,243		
LOW	41,456			33,989			30,164			30,960			24,912			24,912		
FAC MIX	22.7%			37.5%			30.9%			4.7%			8.8%			100.0%		
SAL FACTOR	1.04			1.13			1.11			1.20			1.38			1.06		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : FOREIGN LANGUAGES AND LITERATURES
DISCIPLINE : Foreign Languages and Literatures 160000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL	AVERAGE	57,718	873	223	44,255	948	228	35,651	937	240	32,976	140	88	26,059	371	116	43,277	3129	280
	HIGH	125,175			75,254			57,260			43,000			41,282			125,175		
	LOW	15,531			30,000			23,058			24,183			12,299			12,299		
	FAC MIX	27.9%			30.3%			29.9%			4.5%			11.9%			100.0%		
	SAL FACTOR	0.95			0.93			0.91			0.90			0.89			0.89		
NCB	AVERAGE	55,017	516	146	42,265	617	151	34,404	654	169	32,793	106	69	25,854	288	88	40,681	2075	191
	HIGH	125,175			75,254			57,260			40,800			39,189			125,175		
	LOW	15,531			30,000			24,183			24,183			16,200			15,531		
	FAC MIX	24.9%			29.7%			31.5%			5.1%			13.9%			100.0%		
	SAL FACTOR	0.91			0.89			0.88			0.89			0.89			0.84		
CB	AVERAGE	61,620	357	77	47,966	331	77	38,533	283	71	33,544	34	19	26,770	83	28	48,389	1054	89
	HIGH	99,030			71,916			55,436			43,000			41,282			99,030		
	LOW	35,771			31,296			23,058			26,000			12,299			12,299		
	FAC MIX	33.9%			31.4%			26.9%			3.2%			7.9%			100.0%		
	SAL FACTOR	1.02			1.01			0.98			0.91			0.92			1.00		

CATEGORY : HOME ECONOMICS
DISCIPLINE : Home Economics 190000

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL	AVERAGE	58,605	237	73	45,442	356	84	37,166	381	94	36,199	57	35	28,496	124	58	43,498	1098	100
	HIGH	107,468			72,521			55,607			55,398			43,135			107,468		
	LOW	18,238			31,000			23,860			28,500			11,800			11,800		
	FAC MIX	21.6%			32.4%			34.7%			5.2%			11.3%			100.0%		
	SAL FACTOR	0.97			0.96			0.95			0.98			0.98			0.90		
NCB	AVERAGE	56,277	175	57	44,230	258	65	36,466	291	74	35,543	46	30	28,802	101	47	42,158	825	80
	HIGH	100,545			72,521			55,607			48,666			43,135			100,545		
	LOW	18,238			31,000			23,860			28,500			14,687			14,687		
	FAC MIX	21.2%			31.3%			35.3%			5.6%			12.2%			100.0%		
	SAL FACTOR	0.93			0.93			0.93			0.96			0.99			0.87		
CB	AVERAGE	65,177	62	16	48,631	98	19	39,427	90	20	38,945	11	5	27,153	23	11	47,545	273	20
	HIGH	107,468			64,749			55,398			55,398			41,627			107,468		
	LOW	42,012			34,061			28,555			31,000			11,800			11,800		
	FAC MIX	22.7%			35.9%			33.0%			4.0%			8.4%			100.0%		
	SAL FACTOR	1.08			1.02			1.01			1.06			0.93			0.98		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : ENGLISH LANGUAGE AND LITERATURE/LETTERS
DISCIPLINE : English Language and Literature/Letters 230000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,242	2470	300	43,576	2178	304	34,973	2068	303	32,880	350	169	25,381	993	183	42,983	7709	312
HIGH	126,350			76,230			60,995			48,281			52,919			126,350		
LOW	22,122			19,399			16,000			19,998			12,266			12,266		
FAC MIX	32.0%			28.3%			26.8%			4.5%			12.9%			100.0%		
SAL FACTOR	0.93			0.92			0.89			0.89			0.87			0.89		
NCB AVERAGE	53,238	1493	207	40,936	1405	212	33,746	1477	211	32,355	245	121	25,410	808	140	40,010	5183	217
HIGH	126,350			63,702			52,687			43,500			52,919			126,350		
LOW	23,000			19,399			16,000			19,998			14,250			14,250		
FAC MIX	28.8%			27.1%			28.5%			4.7%			15.6%			100.0%		
SAL FACTOR	0.88			0.86			0.86			0.88			0.87			0.82		
CB AVERAGE	60,833	977	93	48,376	773	92	38,040	591	92	34,103	105	48	25,255	185	43	49,083	2526	95
HIGH	123,359			76,230			60,995			48,281			41,678			123,359		
LOW	22,122			31,789			21,500			21,500			12,266			12,266		
FAC MIX	38.7%			30.6%			23.4%			4.2%			7.3%			100.0%		
SAL FACTOR	1.00			1.02			0.97			0.93			0.87			1.01		

CATEGORY : LIBRARY SCIENCE
DISCIPLINE : Library Science 250000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	57,552	80	33	45,541	189	49	34,961	235	51	32,050	38	18	28,148	72	25	40,718	576	58
HIGH	96,984			73,400			55,436			41,357			47,881			96,984		
LOW	31,176			23,495			19,500			19,500			18,333			18,333		
FAC MIX	13.9%			32.8%			40.8%			6.6%			12.5%			100.0%		
SAL FACTOR	0.95			0.96			0.89			0.87			0.97			0.84		
NCB AVERAGE	51,749	46	21	39,562	88	30	32,572	127	32	31,105	20	13	26,820	44	14	36,651	305	38
HIGH	76,731			59,024			50,000			41,000			38,070			76,731		
LOW	34,697			23,495			20,250			21,053			18,333			18,333		
FAC MIX	15.1%			28.9%			41.6%			6.6%			14.4%			100.0%		
SAL FACTOR	0.85			0.83			0.83			0.84			0.92			0.76		
CB AVERAGE	65,402	34	12	50,750	101	19	37,771	108	19	33,100	18	5	30,236	28	11	45,296	271	20
HIGH	96,984			73,400			55,436			41,357			47,881			96,984		
LOW	31,176			28,587			19,500			19,500			18,425			18,425		
FAC MIX	12.5%			37.3%			39.9%			6.6%			10.3%			100.0%		
SAL FACTOR	1.08			1.07			0.96			0.90			1.04			0.93		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : BIOLOGICAL SCIENCES/LIFE SCIENCES
DISCIPLINE : Biological Sciences/Life Sciences 260000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	59,572	2466	306	46,150	1471	282	38,231	1321	283	36,120	219	130	27,358	239	100	49,451	5497	316
HIGH	159,053			82,666			63,998			63,998			47,000			159,053		
LOW	25,121			19,039			14,950			26,085			12,600			12,600		
FAC MIX	44.9%			26.8%			24.0%			4.0%			4.3%			100.0%		
SAL FACTOR	0.98			0.97			0.98			0.98			0.94			1.02		
NCB AVERAGE	57,261	1652	213	43,892	1025	194	37,111	919	198	35,946	171	97	27,157	181	80	47,288	3777	220
HIGH	135,835			82,666			63,998			63,998			47,000			135,835		
LOW	25,121			19,039			14,950			26,085			18,000			14,950		
FAC MIX	43.7%			27.1%			24.3%			4.5%			4.8%			100.0%		
SAL FACTOR	0.95			0.92			0.95			0.98			0.93			0.97		
CB AVERAGE	64,262	814	93	51,340	446	88	40,791	402	85	36,738	48	33	27,983	58	20	54,202	1720	96
HIGH	159,053			75,682			56,416			45,000			39,991			159,053		
LOW	35,833			32,671			18,113			28,800			12,600			12,600		
FAC MIX	47.3%			25.9%			23.4%			2.8%			3.4%			100.0%		
SAL FACTOR	1.06			1.08			1.04			1.00			0.96			1.12		

CATEGORY : MATHEMATICS
DISCIPLINE : Mathematics 270000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	61,514	2161	297	46,645	1718	296	38,126	1504	300	36,330	244	143	27,582	630	152	47,860	6013	316
HIGH	151,775			82,000			120,000			120,000			77,562			151,775		
LOW	25,002			20,972			18,000			24,000			15,669			15,669		
FAC MIX	35.9%			28.6%			25.0%			4.1%			10.5%			100.0%		
SAL FACTOR	1.02			0.98			0.97			0.99			0.95			0.99		
NCB AVERAGE	58,182	1336	206	44,514	1187	207	37,269	1128	209	35,863	191	103	27,314	537	122	44,717	4188	221
HIGH	128,712			82,000			120,000			120,000			77,562			128,712		
LOW	25,002			20,972			18,000			24,000			15,669			15,669		
FAC MIX	31.9%			28.3%			26.9%			4.6%			12.8%			100.0%		
SAL FACTOR	0.96			0.94			0.95			0.97			0.94			0.92		
CB AVERAGE	66,908	825	91	51,409	531	89	40,695	376	91	38,011	53	40	29,129	93	30	55,073	1825	95
HIGH	151,775			80,700			62,784			62,784			46,905			151,775		
LOW	30,000			30,000			20,400			28,000			20,500			20,400		
FAC MIX	45.2%			29.1%			20.6%			2.9%			5.1%			100.0%		
SAL FACTOR	1.10			1.08			1.04			1.03			1.00			1.13		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : MULTI/INTERDISCIPLINARY STUDIES
DISCIPLINE : Multi/Interdisciplinary Studies 300000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	61,478	130	43	44,753	113	32	36,028	187	31	36,109	25	15	22,671	72	11	42,667	502	52
HIGH	133,321			77,214			60,499			50,004			47,178			133,321		
LOW	32,411			34,066			27,500			30,183			13,500			13,500		
FAC MIX	25.9%			22.5%			37.3%			5.0%			14.3%			100.0%		
SAL FACTOR	1.01			0.94			0.92			0.98			0.78			0.88		
NCB AVERAGE	61,421	88	31	42,724	88	21	34,784	154	23	35,434	20	11	22,652	71	10	40,224	401	38
HIGH	133,321			65,295			56,694			50,004			47,178			133,321		
LOW	32,411			34,066			27,500			30,183			13,500			13,500		
FAC MIX	21.9%			21.9%			38.4%			5.0%			17.7%			100.0%		
SAL FACTOR	1.01			0.90			0.89			0.96			0.78			0.83		
CB AVERAGE	61,596	42	12	51,893	25	11	41,834	33	8	38,806	5	4	24,000	1	1	52,365	101	14
HIGH	89,388			77,214			60,499			44,500			24,000			89,388		
LOW	41,310			36,864			29,000			32,528			24,000			24,000		
FAC MIX	41.6%			24.8%			32.7%			5.0%			1.0%			100.0%		
SAL FACTOR	1.02			1.09			1.07			1.05			0.82			1.08		

CATEGORY : PARKS, RECREATION, LEISURE, & FITNESS STUDIES
DISCIPLINE : Parks, Recreation, Leisure, & Fitness Studies 310000

ALL AVERAGE	56,238	374	115	45,845	422	124	37,248	540	137	34,082	89	65	30,701	214	69	43,266	1550	149
HIGH	93,994			76,918			52,277			42,336			51,968			93,994		
LOW	18,879			30,444			22,320			27,000			13,500			13,500		
FAC MIX	24.1%			27.2%			34.8%			5.7%			13.8%			100.0%		
SAL FACTOR	0.93			0.97			0.95			0.93			1.05			0.89		
NCB AVERAGE	53,389	233	77	43,356	271	79	36,026	360	94	33,803	68	47	30,702	174	47	40,945	1038	101
HIGH	93,994			76,918			52,236			42,336			51,968			93,994		
LOW	18,879			30,444			22,320			27,000			13,500			13,500		
FAC MIX	22.4%			26.1%			34.7%			6.6%			16.8%			100.0%		
SAL FACTOR	0.88			0.91			0.92			0.92			1.05			0.84		
CB AVERAGE	60,945	141	38	50,311	151	45	39,691	180	43	34,987	21	18	30,698	40	22	47,974	512	48
HIGH	85,326			70,765			52,277			41,000			41,282			85,326		
LOW	38,461			34,621			26,761			29,760			20,000			20,000		
FAC MIX	27.5%			29.5%			35.2%			4.1%			7.8%			100.0%		
SAL FACTOR	1.01			1.06			1.01			0.95			1.05			0.99		

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CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : PHILOSOPHY AND RELIGION
DISCIPLINE : Philosophy and Religion 380000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	60,432	647	192	44,564	491	175	35,394	346	160	33,061	63	52	27,200	34	26	48,848	1518	229
HIGH	139,146			75,523			62,500			42,000			35,389			139,146		
LOW	23,412			27,689			18,404			24,500			12,375			12,375		
FAC MIX	42.6%			32.3%			22.8%			4.2%			2.2%			100.0%		
SAL FACTOR	1.00			0.94			0.90			0.90			0.93			1.01		
NCB AVERAGE	56,568	338	118	42,107	294	108	34,319	227	106	32,482	41	33	27,842	24	17	45,252	883	146
HIGH	112,476			60,993			62,500			41,400			35,389			112,476		
LOW	23,412			27,689			18,404			24,500			15,865			15,865		
FAC MIX	38.3%			33.3%			25.7%			4.6%			2.7%			100.0%		
SAL FACTOR	0.93			0.89			0.88			0.88			0.96			0.93		
CB AVERAGE	64,658	309	74	48,231	197	67	37,444	119	54	34,138	22	19	25,660	10	9	53,848	635	83
HIGH	139,146			75,523			51,275			42,000			33,108			139,146		
LOW	40,160			32,000			25,732			28,121			12,375			12,375		
FAC MIX	48.7%			31.0%			18.7%			3.5%			1.6%			100.0%		
SAL FACTOR	1.07			1.02			0.96			0.93			0.88			1.11		

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Physical Sciences 400000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	61,007	411	75	45,596	229	66	37,865	217	65	36,697	33	24	28,552	35	22	50,148	892	92
HIGH	166,560			72,288			53,829			44,004			37,804			166,560		
LOW	26,720			32,023			22,149			26,160			18,000			18,000		
FAC MIX	46.1%			25.7%			24.3%			3.7%			3.9%			100.0%		
SAL FACTOR	1.01			0.96			0.97			1.00			0.98			1.03		
NCB AVERAGE	60,704	274	53	44,726	164	47	37,726	147	45	36,872	20	14	28,442	31	18	49,343	616	67
HIGH	166,560			72,288			53,172			44,004			36,257			166,560		
LOW	26,720			32,023			22,149			31,500			20,892			20,892		
FAC MIX	44.5%			26.6%			23.9%			3.2%			5.0%			100.0%		
SAL FACTOR	1.00			0.94			0.96			1.00			0.98			1.02		
CB AVERAGE	61,614	137	22	47,792	65	19	38,156	70	20	36,427	13	10	29,400	4	4	51,942	276	25
HIGH	97,510			63,877			53,829			42,174			37,804			97,510		
LOW	40,797			34,338			26,160			26,160			18,000			18,000		
FAC MIX	49.6%			23.6%			25.4%			4.7%			1.4%			100.0%		
SAL FACTOR	1.02			1.01			0.97			0.99			1.01			1.07		

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CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Chemistry, General 400501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	62,627	1353	252	45,642	693	232	37,895	696	230	36,248	145	94	28,758	83	53	51,372	2825	278
HIGH	171,563			71,239			64,300			45,000			46,275			171,563		
LOW	30,010			23,098			16,000			16,000			17,763			16,000		
FAC MIX	47.9%			24.5%			24.6%			5.1%			2.9%			100.0%		
SAL FACTOR	1.03			0.96			0.97			0.98			0.99			1.06		
NCB AVERAGE	60,686	923	180	43,945	485	159	37,345	496	167	36,069	108	72	28,163	70	46	49,555	1974	195
HIGH	171,563			71,069			62,110			45,000			45,333			171,563		
LOW	31,100			26,700			18,000			18,000			17,763			17,763		
FAC MIX	46.8%			24.6%			25.1%			5.5%			3.5%			100.0%		
SAL FACTOR	1.00			0.93			0.95			0.98			0.97			1.02		
CB AVERAGE	66,792	430	72	49,599	208	73	39,259	200	63	36,770	37	22	31,963	13	7	55,587	851	83
HIGH	128,196			71,239			64,300			45,000			46,275			128,196		
LOW	30,010			23,098			16,000			16,000			22,356			16,000		
FAC MIX	50.5%			24.4%			23.5%			4.3%			1.5%			100.0%		
SAL FACTOR	1.10			1.04			1.00			1.00			1.10			1.15		

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Geology 400601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	60,313	532	136	45,846	316	127	38,078	241	113	36,489	40	33	28,150	13	13	50,922	1102	162
HIGH	118,000			66,422			55,338			49,520			38,800			118,000		
LOW	33,000			20,040			18,500			18,500			18,000			18,000		
FAC MIX	48.3%			28.7%			21.9%			3.6%			1.2%			100.0%		
SAL FACTOR	1.00			0.97			0.97			0.99			0.97			1.05		
NCB AVERAGE	58,706	348	94	44,913	229	92	37,632	169	79	35,965	31	26	27,337	10	10	49,402	756	111
HIGH	118,000			66,422			55,338			45,000			35,147			118,000		
LOW	33,000			20,040			18,500			18,500			18,000			18,000		
FAC MIX	46.0%			30.3%			22.4%			4.1%			1.3%			100.0%		
SAL FACTOR	0.97			0.95			0.96			0.98			0.94			1.02		
CB AVERAGE	63,351	184	42	48,303	87	35	39,126	72	34	38,296	9	7	30,857	3	3	54,245	346	51
HIGH	113,352			62,960			52,021			49,520			38,800			113,352		
LOW	41,600			31,203			29,060			31,500			25,272			25,272		
FAC MIX	53.2%			25.1%			20.8%			2.6%			0.9%			100.0%		
SAL FACTOR	1.05			1.02			1.00			1.04			1.06			1.12		

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NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Physics, General 400801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	63,725	1125	227	47,958	608	193	39,800	433	185	37,452	61	49	28,382	44	29	53,996	2210	256
HIGH	210,452			73,527			60,499			60,000			46,700			210,452		
LOW	26,093			29,288			23,743			24,000			19,000			19,000		
FAC MIX	50.9%			27.5%			19.6%			2.8%			2.0%			100.0%		
SAL FACTOR	1.05			1.01			1.02			1.02			0.97			1.11		
NCB AVERAGE	61,266	731	158	46,079	406	131	39,044	327	133	36,616	45	34	28,541	34	23	51,556	1498	179
HIGH	210,452			70,000			58,500			45,900			46,700			210,452		
LOW	29,000			29,288			24,000			24,000			20,400			20,400		
FAC MIX	48.8%			27.1%			21.8%			3.0%			2.3%			100.0%		
SAL FACTOR	1.01			0.97			1.00			0.99			0.98			1.06		
CB AVERAGE	68,287	394	69	51,735	202	62	42,134	106	52	39,802	16	15	27,842	10	6	59,129	712	77
HIGH	142,303			73,527			60,499			60,000			39,316			142,303		
LOW	26,093			32,598			23,743			33,500			19,000			19,000		
FAC MIX	55.3%			28.4%			14.9%			2.2%			1.4%			100.0%		
SAL FACTOR	1.13			1.09			1.08			1.08			0.96			1.22		

CATEGORY : PSYCHOLOGY
DISCIPLINE : Psychology 420000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	59,504	1741	276	45,417	1163	264	36,993	1051	277	35,109	187	134	30,225	93	59	48,939	4048	295
HIGH	131,471			80,572			62,868			53,000			51,121			131,471		
LOW	23,000			27,234			19,000			19,000			21,800			19,000		
FAC MIX	43.0%			28.7%			26.0%			4.6%			2.3%			100.0%		
SAL FACTOR	0.98			0.96			0.94			0.95			1.04			1.01		
NCB AVERAGE	56,652	1038	187	43,302	772	179	36,005	746	188	34,870	141	99	30,326	68	48	46,172	2624	201
HIGH	131,040			78,000			53,000			53,000			51,121			131,040		
LOW	27,159			27,234			19,000			19,000			21,800			19,000		
FAC MIX	39.6%			29.4%			28.4%			5.4%			2.6%			100.0%		
SAL FACTOR	0.94			0.91			0.92			0.95			1.04			0.95		
CB AVERAGE	63,714	703	89	49,594	391	85	39,410	305	89	35,840	46	35	29,949	25	11	54,038	1424	94
HIGH	131,471			80,572			62,868			50,500			40,440			131,471		
LOW	23,000			31,483			25,272			29,000			24,272			23,000		
FAC MIX	49.4%			27.5%			21.4%			3.2%			1.8%			100.0%		
SAL FACTOR	1.05			1.04			1.01			0.97			1.03			1.11		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : PROTECTIVE SERVICES
DISCIPLINE : Protective Services 430000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	55,253	178	72	44,486	167	75	36,905	213	80	34,489	41	36	29,086	43	26	43,886	601	96
HIGH	99,901			73,766			50,610			48,255			35,224			99,901		
LOW	36,000			31,884			26,552			28,000			18,000			18,000		
FAC MIX	29.6%			27.8%			35.4%			6.8%			7.2%			100.0%		
SAL FACTOR	0.91			0.94			0.94			0.94			1.00			0.90		
NCB AVERAGE	52,900	110	49	43,817	121	56	36,363	160	59	34,652	31	26	28,943	34	20	42,172	425	70
HIGH	81,675			69,144			48,225			48,255			35,224			81,675		
LOW	36,000			32,300			26,552			28,000			20,500			20,500		
FAC MIX	25.9%			28.5%			37.6%			7.3%			8.0%			100.0%		
SAL FACTOR	0.87			0.92			0.93			0.94			0.99			0.87		
CB AVERAGE	59,060	68	23	46,244	46	19	38,539	53	21	33,985	10	10	29,626	9	6	48,026	176	26
HIGH	99,901			73,766			50,610			39,000			35,108			99,901		
LOW	38,630			31,884			29,547			29,547			18,000			18,000		
FAC MIX	38.6%			26.1%			30.1%			5.7%			5.1%			100.0%		
SAL FACTOR	0.97			0.97			0.98			0.92			1.02			0.99		

CATEGORY : PUBLIC ADMINISTRATION AND SERVICES
DISCIPLINE : Social Work 440701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	59,173	251	91	47,135	338	112	37,760	403	130	36,430	83	53	31,023	84	43	45,174	1076	148
HIGH	96,984			87,424			54,190			48,923			43,545			96,984		
LOW	37,889			31,933			25,000			25,876			14,400			14,400		
FAC MIX	23.3%			31.4%			37.5%			7.7%			7.8%			100.0%		
SAL FACTOR	0.98			0.99			0.96			0.99			1.07			0.93		
NCB AVERAGE	55,903	117	55	44,867	206	75	36,556	268	87	35,933	52	34	30,415	70	38	41,920	661	102
HIGH	96,874			87,424			50,577			45,000			42,990			96,874		
LOW	37,889			31,933			25,000			25,876			14,400			14,400		
FAC MIX	17.7%			31.2%			40.5%			7.9%			10.6%			100.0%		
SAL FACTOR	0.92			0.95			0.93			0.98			1.04			0.86		
CB AVERAGE	62,028	134	36	50,676	132	37	40,152	135	43	37,263	31	19	34,060	14	5	50,357	415	46
HIGH	96,984			71,781			54,190			48,923			43,545			96,984		
LOW	39,951			33,363			29,217			31,750			27,038			27,038		
FAC MIX	32.3%			31.8%			32.5%			7.5%			3.4%			100.0%		
SAL FACTOR	1.02			1.07			1.03			1.01			1.17			1.04		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Social Sciences, General 450101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	57,044	352	65	44,914	260	60	35,363	263	65	33,193	44	26	28,632	44	27	46,047	919	75
HIGH	120,600			66,946			55,436			49,665			56,437			120,600		
LOW	32,436			29,557			21,187			23,711			22,000			21,187		
FAC MIX	38.3%			28.3%			28.6%			4.8%			4.8%			100.0%		
SAL FACTOR	0.94			0.95			0.90			0.90			0.98			0.95		
NCB AVERAGE	51,782	227	49	40,634	173	46	33,855	200	49	32,045	34	19	27,669	37	21	41,725	637	56
HIGH	120,600			60,993			50,179			43,000			35,000			120,600		
LOW	32,436			29,557			21,187			23,711			22,823			21,187		
FAC MIX	35.6%			27.2%			31.4%			5.3%			5.8%			100.0%		
SAL FACTOR	0.85			0.86			0.86			0.87			0.95			0.86		
CB AVERAGE	66,599	125	16	53,426	87	14	40,152	63	16	37,094	10	7	33,722	7	6	55,811	282	19
HIGH	102,836			66,946			55,436			49,665			56,437			102,836		
LOW	37,097			32,730			26,673			29,000			22,000			22,000		
FAC MIX	44.3%			30.9%			22.3%			3.5%			2.5%			100.0%		
SAL FACTOR	1.10			1.13			1.03			1.01			1.16			1.15		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Anthropology 450201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	60,273	289	100	45,904	240	92	36,673	155	84	33,611	18	17	29,060	12	11	49,524	696	127
HIGH	117,892			85,436			50,610			39,501			53,921			117,892		
LOW	40,802			26,520			20,000			20,000			8,881			8,881		
FAC MIX	41.5%			34.5%			22.3%			2.6%			1.7%			100.0%		
SAL FACTOR	0.99			0.97			0.94			0.91			1.00			1.02		
NCB AVERAGE	56,783	130	56	43,128	129	53	35,839	84	46	34,027	12	11	29,353	7	7	46,175	350	74
HIGH	117,892			60,424			48,800			39,501			53,921			117,892		
LOW	40,802			32,687			20,607			22,000			8,881			8,881		
FAC MIX	37.1%			36.9%			24.0%			3.4%			2.0%			100.0%		
SAL FACTOR	0.94			0.91			0.92			0.92			1.01			0.95		
CB AVERAGE	63,126	159	44	49,129	111	39	37,660	71	38	32,778	6	6	28,650	5	4	52,912	346	53
HIGH	115,000			85,436			50,610			38,000			42,174			115,000		
LOW	41,807			26,520			20,000			20,000			18,818			18,818		
FAC MIX	46.0%			32.1%			20.5%			1.7%			1.4%			100.0%		
SAL FACTOR	1.04			1.04			0.96			0.89			0.98			1.09		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Economics, General 450601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	66,919	673	145	52,131	476	140	45,308	362	138	42,621	57	47	33,890	33	25	56,587	1544	169
HIGH	158,949			87,604			72,992			58,000			46,008			158,949		
LOW	30,670			20,520			25,038			29,988			22,000			20,520		
FAC MIX	43.6%			30.8%			23.4%			3.7%			2.1%			100.0%		
SAL FACTOR	1.10			1.10			1.16			1.16			1.16			1.17		
NCB AVERAGE	66,744	404	95	50,888	287	91	44,477	238	92	44,019	40	33	33,605	23	17	55,597	952	111
HIGH	158,949			85,400			66,500			58,000			46,008			158,949		
LOW	30,670			31,821			25,038			31,000			22,000			22,000		
FAC MIX	42.4%			30.1%			25.0%			4.2%			2.4%			100.0%		
SAL FACTOR	1.10			1.07			1.14			1.19			1.15			1.15		
CB AVERAGE	67,182	269	50	54,018	189	49	46,901	124	46	39,334	17	14	34,545	10	8	58,180	592	58
HIGH	122,900			87,604			72,992			51,500			45,000			122,900		
LOW	40,149			20,520			29,988			29,988			24,606			20,520		
FAC MIX	45.4%			31.9%			20.9%			2.9%			1.7%			100.0%		
SAL FACTOR	1.11			1.14			1.20			1.07			1.19			1.20		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Geography 450701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	59,700	388	121	45,290	285	114	37,047	277	125	35,219	49	41	27,601	28	23	48,166	978	156
HIGH	120,991			70,669			60,853			43,500			42,358			120,991		
LOW	31,000			25,000			20,262			24,100			11,901			11,901		
FAC MIX	39.7%			29.1%			28.3%			5.0%			2.9%			100.0%		
SAL FACTOR	0.99			0.95			0.95			0.96			0.95			0.99		
NCB AVERAGE	56,661	205	76	43,138	171	69	36,037	193	80	34,695	35	30	26,638	21	17	44,927	590	103
HIGH	104,472			60,235			60,853			42,003			39,886			104,472		
LOW	31,000			25,000			24,100			24,100			11,901			11,901		
FAC MIX	34.7%			29.0%			32.7%			5.9%			3.6%			100.0%		
SAL FACTOR	0.94			0.91			0.92			0.94			0.91			0.93		
CB AVERAGE	63,105	183	45	48,519	114	45	39,367	84	45	36,528	14	11	30,491	7	6	53,092	388	53
HIGH	120,991			70,669			50,610			43,500			42,358			120,991		
LOW	37,894			31,540			20,262			30,000			21,208			20,262		
FAC MIX	47.2%			29.4%			21.6%			3.6%			1.8%			100.0%		
SAL FACTOR	1.04			1.02			1.01			0.99			1.05			1.09		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : History, General 450801

GROUP	PROFESSOR SALARY	PROFESSOR NUM INS	ASSOC PROF SALARY	ASSOC PROF NUM INS	ASST PROF SALARY	ASST PROF NUM INS	NEW ASST PROF SALARY	NEW ASST PROF NUM INS	INSTRUCTOR SALARY	INSTRUCTOR NUM INS	ALL RANKS SALARY	ALL RANKS NUM INS
ALL AVERAGE	58,474	1532 267	44,832	854 230	35,299	848 249	33,116	169 116	28,951	89 58	48,263	3323 279
HIGH	137,149		97,619		73,179		45,000		42,058		137,149	
LOW	38,305		27,388		13,500		13,500		11,475		11,475	
FAC MIX	46.1%		25.7%		25.5%		5.1%		2.7%		100.0%	
SAL FACTOR	0.97		0.94		0.90		0.90		0.99		0.99	
NCB AVERAGE	55,638	986 184	42,272	570 156	34,650	595 175	32,920	112 80	28,808	68 47	45,755	2219 192
HIGH	137,149		67,208		73,179		42,003		39,756		137,149	
LOW	38,305		27,388		24,000		24,000		19,998		19,998	
FAC MIX	44.4%		25.7%		26.8%		5.0%		3.1%		100.0%	
SAL FACTOR	0.92		0.89		0.89		0.89		0.99		0.94	
CB AVERAGE	63,593	546 83	49,970	284 74	36,824	253 74	33,500	57 36	29,413	21 11	53,304	1104 87
HIGH	126,516		97,619		61,060		45,000		42,058		126,516	
LOW	38,431		28,048		13,500		13,500		11,475		11,475	
FAC MIX	49.5%		25.7%		22.9%		5.2%		1.9%		100.0%	
SAL FACTOR	1.05		1.05		0.94		0.91		1.01		1.10	

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Political Science, General 451001

GROUP	PROFESSOR SALARY	PROFESSOR NUM INS	ASSOC PROF SALARY	ASSOC PROF NUM INS	ASST PROF SALARY	ASST PROF NUM INS	NEW ASST PROF SALARY	NEW ASST PROF NUM INS	INSTRUCTOR SALARY	INSTRUCTOR NUM INS	ALL RANKS SALARY	ALL RANKS NUM INS
ALL AVERAGE	60,397	914 228	45,640	685 223	37,057	653 211	34,620	121 89	29,757	65 47	48,597	2317 260
HIGH	122,604		80,332		81,411		52,000		40,565		122,604	
LOW	37,932		29,879		24,000		24,000		22,000		22,000	
FAC MIX	39.4%		29.6%		28.2%		5.2%		2.8%		100.0%	
SAL FACTOR	1.00		0.96		0.95		0.94		1.02		1.00	
NCB AVERAGE	57,722	551 157	43,781	447 155	36,277	480 150	34,522	98 72	29,286	48 36	45,998	1526 181
HIGH	122,604		71,000		81,411		52,000		37,500		122,604	
LOW	38,032		29,879		24,000		24,000		22,612		22,612	
FAC MIX	36.1%		29.3%		31.5%		6.4%		3.1%		100.0%	
SAL FACTOR	0.95		0.92		0.93		0.94		1.01		0.95	
CB AVERAGE	64,458	363 71	49,131	238 68	39,219	173 61	35,040	23 17	31,084	17 11	53,609	791 79
HIGH	108,362		80,332		54,552		45,216		40,565		108,362	
LOW	37,932		30,321		28,000		28,000		22,000		22,000	
FAC MIX	45.9%		30.1%		21.9%		2.9%		2.1%		100.0%	
SAL FACTOR	1.06		1.04		1.00		0.95		1.07		1.10	

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Sociology 451101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,860	840	213	45,034	649	207	36,302	559	204	34,254	110	82	27,759	74	55	46,813	2122	248
HIGH	117,351			86,528			57,869			44,000			39,272			117,351		
LOW	24,766			31,136			19,856			24,403			8,881			8,881		
FAC MIX	39.6%			30.6%			26.3%			5.2%			3.5%			100.0%		
SAL FACTOR	0.94			0.95			0.93			0.93			0.95			0.96		
NCB AVERAGE	54,402	516	146	43,067	428	140	35,204	385	138	33,716	79	57	28,025	60	46	44,449	1389	170
HIGH	103,970			72,700			50,178			42,244			39,272			103,970		
LOW	38,931			31,136			24,403			24,403			8,881			8,881		
FAC MIX	37.1%			30.8%			27.7%			5.7%			4.3%			100.0%		
SAL FACTOR	0.90			0.91			0.90			0.92			0.96			0.92		
CB AVERAGE	60,775	324	67	48,845	221	67	38,729	174	66	35,626	31	25	26,618	14	9	51,292	733	78
HIGH	117,351			86,528			57,869			44,000			36,000			117,351		
LOW	24,766			31,540			19,856			27,500			12,749			12,749		
FAC MIX	44.2%			30.2%			23.7%			4.2%			1.9%			100.0%		
SAL FACTOR	1.00			1.03			0.99			0.97			0.91			1.06		

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Visual and Performing Arts 500000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	53,610	385	79	42,096	448	85	34,912	346	86	33,214	63	40	26,739	67	31	42,833	1246	103
HIGH	106,284			65,730			70,000			70,000			55,470			106,284		
LOW	32,000			17,221			25,000			25,000			11,000			11,000		
FAC MIX	30.9%			36.0%			27.8%			5.1%			5.4%			100.0%		
SAL FACTOR	0.88			0.89			0.89			0.90			0.92			0.88		
NCB AVERAGE	52,093	254	56	41,120	343	63	33,842	259	62	32,864	42	29	26,037	58	23	41,150	914	73
HIGH	106,284			65,456			70,000			70,000			38,434			106,284		
LOW	32,000			17,221			25,000			25,000			11,000			11,000		
FAC MIX	27.8%			37.5%			28.3%			4.6%			6.3%			100.0%		
SAL FACTOR	0.86			0.87			0.86			0.89			0.89			0.85		
CB AVERAGE	56,551	131	23	45,284	105	22	38,095	87	24	33,913	21	11	31,266	9	8	47,466	332	30
HIGH	79,277			65,730			55,436			43,824			55,470			79,277		
LOW	36,587			30,736			26,673			29,000			21,274			21,274		
FAC MIX	39.5%			31.6%			26.2%			6.3%			2.7%			100.0%		
SAL FACTOR	0.93			0.95			0.97			0.92			1.07			0.98		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Drama/Theater Arts, General 500501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,518	356	133	42,758	363	138	33,605	355	143	31,346	67	47	27,679	58	40	43,442	1132	179
HIGH	91,762			77,144			55,436			41,200			43,990			91,762		
LOW	38,459			30,565			18,000			18,000			16,785			16,785		
FAC MIX	31.4%			32.1%			31.4%			5.9%			5.1%			100.0%		
SAL FACTOR	0.93			0.90			0.86			0.85			0.95			0.90		
NCB AVERAGE	53,760	210	86	40,870	227	86	32,992	257	98	31,257	47	32	27,658	35	25	41,172	729	117
HIGH	91,602			60,992			52,028			41,200			43,990			91,602		
LOW	38,459			31,119			20,000			20,000			16,785			16,785		
FAC MIX	28.8%			31.1%			35.3%			6.4%			4.8%			100.0%		
SAL FACTOR	0.89			0.86			0.84			0.85			0.95			0.85		
CB AVERAGE	60,485	146	47	45,911	136	52	35,212	98	45	31,556	20	15	27,712	23	15	47,550	403	62
HIGH	91,762			77,144			55,436			40,486			41,282			91,762		
LOW	39,042			30,565			18,000			18,000			20,898			18,000		
FAC MIX	36.2%			33.7%			24.3%			5.0%			5.7%			100.0%		
SAL FACTOR	1.00			0.97			0.90			0.86			0.95			0.98		

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Art, General 500701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	54,768	1105	222	42,981	854	216	35,072	733	202	32,464	138	87	26,893	64	46	45,230	2756	247
HIGH	130,000			67,068			60,000			60,000			46,500			130,000		
LOW	32,817			18,855			13,806			13,806			14,391			13,806		
FAC MIX	40.1%			31.0%			26.6%			5.0%			2.3%			100.0%		
SAL FACTOR	0.90			0.91			0.90			0.88			0.92			0.93		
NCB AVERAGE	50,491	649	146	40,641	582	148	33,520	481	143	32,337	89	61	26,742	50	34	41,931	1762	168
HIGH	84,000			67,068			60,000			60,000			46,500			84,000		
LOW	34,989			28,868			17,000			17,000			14,391			14,391		
FAC MIX	36.8%			33.0%			27.3%			5.1%			2.8%			100.0%		
SAL FACTOR	0.83			0.86			0.86			0.88			0.92			0.86		
CB AVERAGE	60,854	456	76	47,988	272	68	38,034	252	59	32,696	49	26	27,433	14	12	51,077	994	79
HIGH	130,000			66,067			52,999			45,548			37,000			130,000		
LOW	32,817			18,855			13,806			13,806			20,000			13,806		
FAC MIX	45.9%			27.4%			25.4%			4.9%			1.4%			100.0%		
SAL FACTOR	1.00			1.01			0.97			0.89			0.94			1.05		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Music, General 500901

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	54,645	1253	220	42,530	1166	224	34,294	958	216	32,559	163	99	28,483	203	95	43,770	3580	249
HIGH	100,000			74,360			58,574			50,610			41,672			100,000		
LOW	32,000			22,000			22,000			22,000			14,455			14,455		
FAC MIX	35.0%			32.6%			26.8%			4.6%			5.7%			100.0%		
SAL FACTOR	0.90			0.90			0.88			0.88			0.98			0.90		
NCB AVERAGE	53,087	825	148	40,782	825	157	33,547	707	153	32,042	117	75	28,487	163	80	41,985	2520	171
HIGH	100,000			74,360			50,179			48,121			41,672			100,000		
LOW	32,000			22,000			22,000			22,000			14,455			14,455		
FAC MIX	32.7%			32.7%			28.1%			4.6%			6.5%			100.0%		
SAL FACTOR	0.88			0.86			0.86			0.87			0.98			0.87		
CB AVERAGE	57,649	428	72	46,760	341	67	36,400	251	63	33,874	46	24	28,466	40	15	48,013	1060	78
HIGH	94,938			69,037			58,574			50,610			39,316			94,938		
LOW	38,949			30,627			23,422			23,422			17,784			17,784		
FAC MIX	40.4%			32.2%			23.7%			4.3%			3.8%			100.0%		
SAL FACTOR	0.95			0.99			0.93			0.92			0.98			0.99		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Speech-Language Pathology and Audiology 510204

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,570	207	79	45,069	199	71	37,749	228	83	35,173	27	25	29,573	84	36	44,247	718	95
HIGH	110,694			62,376			52,214			42,500			41,282			110,694		
LOW	39,227			33,730			17,000			26,213			16,750			16,750		
FAC MIX	28.8%			27.7%			31.8%			3.8%			11.7%			100.0%		
SAL FACTOR	0.93			0.95			0.96			0.95			1.02			0.91		
NCB AVERAGE	54,749	133	53	42,615	125	50	36,436	146	56	34,940	19	18	29,207	69	30	42,164	473	65
HIGH	110,694			57,448			52,214			42,500			38,610			110,694		
LOW	39,227			33,730			24,900			26,213			20,859			20,859		
FAC MIX	28.1%			26.4%			30.9%			4.0%			14.6%			100.0%		
SAL FACTOR	0.90			0.90			0.93			0.95			1.00			0.87		
CB AVERAGE	59,843	74	26	49,215	74	21	40,086	82	27	35,724	8	7	31,255	15	6	48,270	245	30
HIGH	88,946			62,376			51,202			41,128			41,282			88,946		
LOW	42,735			36,441			17,000			28,000			16,750			16,750		
FAC MIX	30.2%			30.2%			33.5%			3.3%			6.1%			100.0%		
SAL FACTOR	0.99			1.04			1.02			0.97			1.07			0.99		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Nursing (R.N. Training) 511601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
ALL AVERAGE	55,040	325	126	45,648	892	180	38,128	1552	185	37,264	163	99	32,689	485	119	41,068	3254	200
HIGH	95,865			71,342			74,192			58,000			57,682			95,865		
LOW	17,163			27,750			13,500			18,000			15,000			13,500		
FAC MIX	10.0%			27.4%			47.7%			5.0%			14.9%			100.0%		
SAL FACTOR	0.91			0.96			0.97			1.01			1.12			0.85		
NCB AVERAGE	52,971	221	90	44,322	655	133	36,945	1223	137	36,454	122	76	32,385	360	89	39,682	2459	148
HIGH	95,865			69,600			63,027			58,000			57,682			95,865		
LOW	17,163			30,174			13,500			18,000			15,000			13,500		
FAC MIX	9.0%			26.6%			49.7%			5.0%			14.6%			100.0%		
SAL FACTOR	0.87			0.93			0.94			0.99			1.11			0.82		
CB AVERAGE	59,435	104	36	49,315	237	47	42,525	329	48	39,676	41	23	33,567	125	30	45,353	795	52
HIGH	90,582			71,342			74,192			55,000			56,062			90,582		
LOW	33,142			27,750			26,000			27,697			24,099			24,099		
FAC MIX	13.1%			29.8%			41.4%			5.2%			15.7%			100.0%		
SAL FACTOR	0.98			1.04			1.09			1.08			1.15			0.93		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Public Health, General 512201

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
ALL AVERAGE	62,192	174	40	47,988	138	44	39,795	158	47	37,940	34	21	34,099	51	21	48,888	521	53
HIGH	136,778			79,721			65,950			50,000			54,956			136,778		
LOW	23,400			32,462			22,724			30,000			18,504			18,504		
FAC MIX	33.4%			26.5%			30.3%			6.5%			9.8%			100.0%		
SAL FACTOR	1.03			1.01			1.02			1.03			1.17			1.01		
NCB AVERAGE	53,730	70	21	44,810	64	25	37,426	99	29	36,258	21	12	34,773	35	13	43,102	268	31
HIGH	75,072			57,270			61,776			47,000			54,956			75,072		
LOW	23,400			35,743			22,724			30,000			18,504			18,504		
FAC MIX	26.1%			23.9%			36.9%			7.8%			13.1%			100.0%		
SAL FACTOR	0.89			0.94			0.96			0.98			1.19			0.89		
CB AVERAGE	67,887	104	19	50,737	74	19	43,771	59	18	40,656	13	9	32,625	16	8	55,017	253	22
HIGH	136,778			79,721			65,950			50,000			42,882			136,778		
LOW	43,083			32,462			31,216			35,000			18,756			18,756		
FAC MIX	41.1%			29.2%			23.3%			5.1%			6.3%			100.0%		
SAL FACTOR	1.12			1.07			1.12			1.10			1.12			1.13		

NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Occupational Therapy 512306

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	56,160	21	9	46,088	37	16	40,533	71	21	38,649	12	7	32,364	37	13	41,927	166	23
HIGH	72,503			58,970			58,618			52,549			45,459			72,503		
LOW	46,868			33,372			26,340			30,266			20,500			20,500		
FAC MIX	12.7%			22.3%			42.8%			7.2%			22.3%			100.0%		
SAL FACTOR	0.93			0.97			1.04			1.05			1.11			0.86		
NCB AVERAGE	55,671	14	4	44,976	24	9	38,864	49	15	35,183	5	4	31,957	32	10	40,217	119	15
HIGH	63,617			54,429			52,274			40,000			45,459			63,617		
LOW	46,868			34,914			26,340			30,266			20,500			20,500		
FAC MIX	11.8%			20.2%			41.2%			4.2%			26.9%			100.0%		
SAL FACTOR	0.92			0.95			0.99			0.96			1.10			0.83		
CB AVERAGE	57,137	7	5	48,140	13	7	44,250	22	6	41,125	7	3	34,971	5	3	46,258	47	8
HIGH	72,503			58,970			58,618			52,549			41,200			72,503		
LOW	49,670			33,372			34,572			36,323			28,653			28,653		
FAC MIX	14.9%			27.7%			46.8%			14.9%			10.6%			100.0%		
SAL FACTOR	0.94			1.01			1.13			1.12			1.20			0.95		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Physical Therapy 512308

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	57,609	51	22	50,913	80	32	41,370	87	32	38,243	10	8	34,534	27	15	47,113	245	42
HIGH	85,458			81,319			58,795			45,216			51,364			85,458		
LOW	42,312			30,840			26,340			26,880			17,410			17,410		
FAC MIX	20.8%			32.7%			35.5%			4.1%			11.0%			100.0%		
SAL FACTOR	0.95			1.07			1.06			1.04			1.19			0.97		
NCB AVERAGE	56,641	23	14	48,897	51	21	40,422	58	24	37,862	6	5	32,676	19	10	44,780	151	28
HIGH	80,000			63,860			55,000			44,000			44,412			80,000		
LOW	42,312			30,840			26,340			26,880			17,410			17,410		
FAC MIX	15.2%			33.8%			38.4%			4.0%			12.6%			100.0%		
SAL FACTOR	0.93			1.03			1.03			1.03			1.12			0.92		
CB AVERAGE	58,405	28	8	54,458	29	11	43,267	29	8	38,815	4	3	38,949	8	5	50,861	94	14
HIGH	85,458			81,319			58,795			45,216			51,364			85,458		
LOW	45,139			41,900			32,712			32,712			29,862			29,862		
FAC MIX	29.8%			30.9%			30.9%			4.3%			8.5%			100.0%		
SAL FACTOR	0.96			1.15			1.11			1.05			1.34			1.05		

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NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Management & Administrative Services 520000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	70,564	793	100	57,428	817	104	51,322	633	96	51,299	84	47	30,807	161	42	58,370	2404	109
HIGH	176,900			104,000			100,000			87,840			52,141			176,900		
LOW	25,688			26,582			25,000			25,000			13,000			13,000		
FAC MIX	33.0%			34.0%			26.3%			3.5%			6.7%			100.0%		
SAL FACTOR	1.16			1.21			1.31			1.39			1.06			1.20		
NCB AVERAGE	72,391	570	71	58,722	553	73	52,140	500	70	53,591	55	33	30,750	122	33	59,345	1745	77
HIGH	176,900			104,000			100,000			87,840			50,000			176,900		
LOW	30,840			26,582			25,000			25,000			13,000			13,000		
FAC MIX	32.7%			31.7%			28.7%			3.2%			7.0%			100.0%		
SAL FACTOR	1.19			1.24			1.33			1.45			1.06			1.22		
CB AVERAGE	65,894	223	29	54,716	264	31	48,247	133	26	46,951	29	14	30,984	39	9	55,788	659	32
HIGH	111,551			77,901			70,000			68,000			52,141			111,551		
LOW	25,688			35,167			30,120			30,236			18,000			18,000		
FAC MIX	33.8%			40.1%			20.2%			4.4%			5.9%			100.0%		
SAL FACTOR	1.09			1.15			1.23			1.27			1.06			1.15		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Administration and Management, General 520201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	65,879	1008	212	56,409	1113	215	50,443	1008	219	48,613	143	97	33,876	191	85	56,177	3320	238
HIGH	126,194			86,441			80,000			67,000			64,000			126,194		
LOW	36,036			26,349			25,115			26,220			18,000			18,000		
FAC MIX	30.4%			33.5%			30.4%			4.3%			5.8%			100.0%		
SAL FACTOR	1.09			1.19			1.29			1.32			1.16			1.16		
NCB AVERAGE	64,878	666	146	55,629	757	150	49,926	699	153	48,144	101	67	34,064	145	66	55,209	2267	166
HIGH	125,500			86,441			80,000			67,000			64,000			125,500		
LOW	36,036			29,976			25,115			26,220			18,000			18,000		
FAC MIX	29.4%			33.4%			30.8%			4.5%			6.4%			100.0%		
SAL FACTOR	1.07			1.17			1.28			1.31			1.17			1.14		
CB AVERAGE	67,828	342	66	58,068	356	65	51,613	309	66	49,741	42	30	33,282	46	19	58,261	1053	72
HIGH	126,194			85,846			73,353			65,007			60,000			126,194		
LOW	39,596			26,349			31,000			32,000			22,500			22,500		
FAC MIX	32.5%			33.8%			29.3%			4.0%			4.4%			100.0%		
SAL FACTOR	1.12			1.22			1.32			1.35			1.14			1.20		

NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Accounting 520301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	70,695	648	178	59,971	719	209	53,760	644	196	54,487	77	58	36,116	163	84	59,539	2174	234
HIGH	150,000			155,019			82,742			78,000			66,355			155,019		
LOW	38,285			30,674			27,000			27,000			21,000			21,000		
FAC MIX	29.8%			33.1%			29.6%			3.5%			7.5%			100.0%		
SAL FACTOR	1.17			1.26			1.37			1.48			1.24			1.23		
NCB AVERAGE	70,288	396	128	59,260	488	148	53,610	463	143	55,009	58	44	35,476	120	64	58,508	1467	166
HIGH	150,000			91,548			81,264			78,000			65,796			150,000		
LOW	39,000			30,674			27,368			28,694			21,000			21,000		
FAC MIX	27.0%			33.3%			31.6%			4.0%			8.2%			100.0%		
SAL FACTOR	1.16			1.25			1.37			1.49			1.22			1.21		
CB AVERAGE	71,334	252	50	61,475	231	61	54,143	181	53	52,895	19	14	37,904	43	20	61,679	707	68
HIGH	132,448			155,019			82,742			72,000			66,355			155,019		
LOW	38,285			33,580			27,000			27,000			22,000			22,000		
FAC MIX	35.6%			32.7%			25.6%			2.7%			6.1%			100.0%		
SAL FACTOR	1.18			1.30			1.38			1.44			1.30			1.27		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Administrative Assistant/Secretarial Science, General 520401

ALL AVERAGE	54,372	90	31	45,221	47	32	37,457	64	36	39,770	10	10	28,474	25	14	44,814	226	50
HIGH	86,916			60,993			60,000			60,000			45,795			86,916		
LOW	32,512			31,200			26,100			26,520			18,045			18,045		
FAC MIX	39.8%			20.8%			28.3%			4.4%			11.1%			100.0%		
SAL FACTOR	0.90			0.95			0.96			1.08			0.98			0.92		
NCB AVERAGE	49,329	65	26	41,249	35	25	35,449	52	30	36,587	8	8	27,638	22	11	40,813	174	41
HIGH	79,616			54,576			55,000			55,000			34,529			79,616		
LOW	32,512			31,200			26,100			26,520			18,045			18,045		
FAC MIX	37.4%			20.1%			29.9%			4.6%			12.6%			100.0%		
SAL FACTOR	0.81			0.87			0.91			0.99			0.95			0.84		
CB AVERAGE	67,486	25	5	56,805	12	7	46,158	12	6	52,500	2	2	34,602	3	3	58,202	52	9
HIGH	86,916			60,993			60,000			60,000			45,795			86,916		
LOW	45,323			48,057			35,276			45,000			27,348			27,348		
FAC MIX	48.1%			23.1%			23.1%			3.8%			5.8%			100.0%		
SAL FACTOR	1.11			1.20			1.18			1.43			1.19			1.20		

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NCB: Noncollective Bargaining
CB: Collective Bargaining

FACULTY SALARY SURVEY
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business/Managerial Economics 520601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	64,873	352	88	52,818	322	94	49,224	234	81	48,279	40	28	32,811	29	18	55,830	937	106
HIGH	145,500			80,350			70,200			65,316			46,500			145,500		
LOW	39,185			25,920			30,024			30,024			21,600			21,600		
FAC MIX	37.6%			34.4%			25.0%			4.3%			3.1%			100.0%		
SAL FACTOR	1.07			1.11			1.26			1.31			1.13			1.15		
NCB AVERAGE	63,176	268	72	52,482	236	72	49,549	190	64	49,183	34	24	33,034	25	15	55,017	719	82
HIGH	145,500			80,350			70,200			65,316			46,500			145,500		
LOW	39,185			25,920			30,024			30,024			21,600			21,600		
FAC MIX	37.3%			32.8%			26.4%			4.7%			3.5%			100.0%		
SAL FACTOR	1.04			1.11			1.27			1.34			1.13			1.13		
CB AVERAGE	70,289	84	16	53,740	86	22	47,824	44	17	43,161	6	4	31,417	4	3	58,513	218	24
HIGH	127,500			70,821			63,064			47,000			41,205			127,500		
LOW	49,290			35,365			35,861			40,000			26,475			26,475		
FAC MIX	38.5%			39.4%			20.2%			2.8%			1.8%			100.0%		
SAL FACTOR	1.16			1.13			1.22			1.17			1.08			1.21		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Enterprise Management and Operation, General 520701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	63,825	41	13	53,883	37	13	49,729	27	10	43,514	3	3	33,665	2	2	56,266	107	14
HIGH	116,512			74,185			71,315			54,541			33,992			116,512		
LOW	44,870			38,463			36,000			36,000			33,338			33,338		
FAC MIX	38.3%			34.6%			25.2%			2.8%			1.9%			100.0%		
SAL FACTOR	1.05			1.14			1.27			1.18			1.16			1.16		
NCB AVERAGE	60,569	36	11	52,987	34	11	48,899	26	9	43,514	3	3	33,665	2	2	54,293	98	12
HIGH	84,206			67,654			60,667			54,541			33,992			84,206		
LOW	44,870			38,463			36,000			36,000			33,338			33,338		
FAC MIX	36.7%			34.7%			26.5%			3.1%			2.0%			100.0%		
SAL FACTOR	1.00			1.12			1.25			1.18			1.16			1.12		
CB AVERAGE	87,268	5	2	64,033	3	2	71,315	1	1							77,751	9	2
HIGH	116,512			74,185			71,315									116,512		
LOW	67,824			58,896			71,315									58,896		
FAC MIX	55.6%			33.3%			11.1%									100.0%		
SAL FACTOR	1.44			1.35			1.82									1.60		

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NCB: Noncollective Bargaining
CB: Collective Bargaining

F A C U L T Y S A L A R Y S U R V E Y
PUBLIC INSTITUTIONS (1995-96)

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Marketing and Marketing Management 521401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	68,684	408	113	58,551	352	111	52,592	291	114	50,155	33	27	31,804	54	35	59,416	1105	142
HIGH	141,514			94,632			85,000			85,000			56,160			141,514		
LOW	41,888			32,202			16,337			29,000			12,000			12,000		
FAC MIX	36.9%			31.9%			26.3%			3.0%			4.9%			100.0%		
SAL FACTOR	1.13			1.23			1.34			1.36			1.09			1.22		
NCB AVERAGE	67,617	260	77	58,346	230	79	52,102	207	84	49,521	21	18	32,348	43	27	58,346	740	101
HIGH	133,764			94,632			85,000			85,000			56,160			133,764		
LOW	41,888			32,202			16,337			29,000			20,200			16,337		
FAC MIX	35.1%			31.1%			28.0%			2.8%			5.8%			100.0%		
SAL FACTOR	1.12			1.23			1.33			1.34			1.11			1.20		
CB AVERAGE	70,558	148	36	58,938	122	32	53,799	84	30	51,265	12	9	29,681	11	8	61,585	365	41
HIGH	141,514			93,312			74,169			65,098			41,184			141,514		
LOW	52,044			43,590			30,655			35,000			12,000			12,000		
FAC MIX	40.5%			33.4%			23.0%			3.3%			3.0%			100.0%		
SAL FACTOR	1.16			1.24			1.37			1.39			1.02			1.27		

CATEGORY : ALL DISCIPLINE AVERAGE.
DISCIPLINE : All Major Fields

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR INS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF INS	ASST PROF SALARY	ASST PROF NUM	ASST PROF INS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF INS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR INS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS INS
ALL AVERAGE	60,587	35528	329	47,467	30259	329	39,148	28404	329	36,837	4629	316	29,117	6671	293	48,532	100862	329
HIGH	210,452			155,019			120,000			120,000			77,562			210,452		
LOW	11,693			15,463			12,590			12,969			8,000			8,000		
FAC MIX	35.2%			30.0%			28.2%			4.6%			6.6%			100.0%		
SAL FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
NCB AVERAGE	58,606	22627	229	45,845	20460	229	38,355	20359	229	36,540	3349	222	28,852	5235	208	46,534	68681	229
HIGH	210,452			104,000			120,000			120,000			77,562			210,452		
LOW	15,531			15,463			12,590			17,000			8,000			8,000		
FAC MIX	32.9%			29.8%			29.6%			4.9%			7.6%			100.0%		
SAL FACTOR	0.97			0.97			0.98			0.99			0.99			0.96		
CB AVERAGE	64,061	12901	100	50,852	9799	100	41,156	8045	100	37,617	1280	94	30,080	1436	85	52,796	32181	100
HIGH	159,053			155,019			82,742			72,000			66,355			159,053		
LOW	11,693			18,855			12,969			12,969			11,037			11,037		
FAC MIX	40.1%			30.4%			25.0%			4.0%			4.5%			100.0%		
SAL FACTOR	1.06			1.07			1.05			1.02			1.03			1.09		

Appendix A

List of Participating Institutions

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LIST OF PARTICIPATING INSTITUTIONS

	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Adams State College (CO)	*	*	*	*	*	*	*	*	*	
Alabama Agricultural and Mechanical University (AL)			*		*			*	*	*
Alabama State University (AL)	*	*	*	*	*	*	*		*	*
Albany State College (GA)	*	*	*	*				*		
Alcorn State University (MS)			*					*	*	*
ANGELO STATE UNIVERSITY (TX)	*	*	*	*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*	*	*
Arizona State University West (AZ)									*	*
Arkansas State University (AR)	*	*	*		*	*		*	*	*
ARKANSAS TECH UNIVERSITY (AR)	*	*	*	*	*	*	*	*	*	*
Armstrong State College (GA)		*	*		*	*	*	*		*
AUBURN UNIVERSITY AT MONTGOMERY (AL)	*	*	*	*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
AUSTIN PEAY STATE UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Ball State University (IN)	*			*	*	*	*	*	*	**
Bemidji State University (MN)	**	**	**	**			**		**	**
Bernard M. Baruch College (NY)										*
BLACK HILLS STATE COLLEGE (SD)	**	**	**	**	**	**	**	**	**	**
Bloomsburg University of Pennsylvania (PA)			**	**		**	**		**	**
BLUEFIELD STATE COLLEGE (WV)	*	*	*	*	*	*	*	*	*	*
Boise State University (ID)		*		*	*		*	*		*
Bowie State University (MD)			*	*	*	*		*	*	*
Bowling Green State University (OH)	*	*	*							
Bridgewater State College (MA)	**	**		**	**	**	**	**	**	**
Brooklyn College of the City University of New York (NY)	**	**			**	**	**			
California Maritime Academy (CA)				**	**	**	**	**		**
California Polytechnic State University San Luis Obispo (CA)			**	**		**				**
California State Polytechnic University-Pomona (CA)		**	**	**			**	**		
California State University-Bakersfield (CA)	**	**		**		**		**	**	
California State University-Chico (CA)			**							
California State University-Dominguez Hills (CA)	**		**		**	*				

Those institutions listed in CAPITAL LETTERS have participated in each of the last ten years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey and has been continued since. One hundred (100) of the 329 participating institutions (30.4%) had CBCs during 1995-96.

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
California State University-Fresno (CA)				**	*	*	**		*	
California State University-Fullerton (CA)			**	**	**	**	**		**	
California State University-Hayward (CA)	**	**		**						
California State University-Long Beach (CA)	**	**	**		**		**			
California State University-Los Angeles (CA)		**	**	**	**	**	**		**	**
California State University-Northridge (CA)									**	**
California State University-Sacramento (CA)		**	**		**			**		
California State University-San Bernardino (CA)				**	**					
California State University-San Marcos (CA)									**	
California State University-Stanislaus (CA)	**	**	**		**	**	**	**		**
California University of Pennsylvania (PA)	**	**	**	**	**				**	
Cameron University (OK)		*	*	*						
CASTLETON STATE COLLEGE (VT)	**	**	**	**	**	**	**	**	**	**
Central Connecticut State University (CT)	**	**	**	**	**					
Central Michigan University (MI)			**	**	**	**	**	**	**	**
CENTRAL MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*	*
Central Washington University (WA)	*	*	*	*				*		*
Chadron State College (NE)	*	*	*	*		*	**	**	**	
Cheyney University (PA)									*	
Chicago State University (IL)	**					**				
Christopher Newport University (VA)	*		*	*	*	*	*	*	*	*
Citadel, (The) The Military College of South Carolina (SC)	*	*	*	*	*	*	*		*	*
CLARION UNIVERSITY OF PENNSYLVANIA (PA)	**	**	**	**	**	**	**	**	**	**
Clayton State University (GA)										*
Clemson University (SC)									*	*
CLEVELAND STATE UNIVERSITY (OH)	*	*	*	*	*	*	*	*	*	*
Clinch Valley College of the University of Virginia (VA)		*	*	*	*		*	*		*
College of Charleston (SC)		*	*	*					*	*
College of Staten Island of the City University of New York (NY)	**	**	**	**	**			**	**	**
College of William and Mary (VA)								*		*
Colorado School of Mines (CO)							*			*
Columbus College (GA)	*	*	*	*	*	*	*	*		*
Concord College (WV)	*		*					*		
Coppin State College (MD)	*		*			*			*	
Corpus Christi State University (TX)		*	*	*	*	*				
Dakota State College (SD)		**	**	**	**	**	**	**	**	**
Delaware State University (DE)									**	
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*	*	*	*	*
Dickinson State University (ND)	*		*	*	*			*		
East Carolina University (NC)								*	*	*

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
EAST CENTRAL UNIVERSITY (OK)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
East Stroudsburg University of Pennsylvania (PA)			✲✲	✲✲	✲✲		✲✲	✲✲	✲✲	
East Tennessee State University (TN)	✲	✲	✲	✲	✲	✲		✲		✲
East Texas State University (TX)	✲	✲	✲	✲	✲			✲	✲	✲
East Texas State University at Texarkana (TX)	✲	✲	✲	✲	✲		✲			
Eastern Connecticut State University (CT)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	
EASTERN ILLINOIS UNIVERSITY (IL)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲
Eastern Kentucky University (KY)		✲	✲	✲	✲	✲		✲		✲
Eastern Michigan University (MI)		✲✲	✲✲	✲✲	✲✲			✲✲		✲✲
Eastern New Mexico University (NM)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Eastern Oregon State College (OR)		✲			✲			✲		
Eastern Washington University (WA)	✲		✲	✲	✲	✲		✲		✲✲
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲
Elizabeth City State University (NC)	✲					✲		✲		
Emporia State University (KS)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Evergreen State College (WA)								✲		
Fairmont State College (WV)		✲				✲	✲			✲
Fayetteville State University (NC)				✲		✲	✲	✲	✲	✲
Ferris State University (MI)							✲✲	✲✲	✲✲	✲✲
Fitchburg State College (MD)	✲✲	✲✲	✲✲	✲✲	✲✲			✲✲	✲✲	✲✲
Florida Agricultural and Mechanical University (FL)		✲	✲✲							
Florida Atlantic University (FL)	✲✲	✲✲	✲✲	✲✲	✲✲					
Florida International University (FL)	✲✲	✲✲	✲✲			✲		✲✲		✲✲
FORT HAYS STATE UNIVERSITY (KS)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Fort Lewis College (CO)	✲	✲	✲		✲	✲	✲	✲	✲	✲
Framingham State College (MA)					✲			✲✲		
FRANCIS MARION COLLEGE (SC)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Frostburg State University (MD)	✲	✲	✲	✲	✲	✲	✲		✲	✲
George Mason University (VA)	✲	✲	✲	✲	✲	✲			✲	✲
GEORGIA COLLEGE (GA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Georgia Institute of Technology (GA)								✲		✲
GEORGIA SOUTHERN UNIVERSITY (GA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Georgia Southwestern College (GA)		✲	✲	✲	✲	✲	✲	✲		✲
Georgia State University (GA)				✲		✲	✲		✲	✲
Glassboro State College (NJ)	✲✲									
Glenville State College (WV)	✲		✲	✲			✲✲	✲	✲	✲
Graduate School and University Center of the City University of New York (NY)	✲					✲✲				
Grambling State University (LA)	✲	✲	✲	✲	✲	✲	✲	✲		✲
GRAND VALLEY STATE UNIVERSITY (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
HARRIS-STOWE STATE COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Henderson State University (AR)	✲	✲		✲	✲	✲		✲	✲	✲
Humboldt State University (CA)								✲		
Hunter College (NY)										✲
Idaho State University (ID)	✲	✲	✲	✲	✲	✲			✲	✲
Illinois State University (IL)	✲	✲	✲	✲	✲	✲		✲	✲	✲
Indiana State University (IN)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Indiana University at Kokomo (IN)						✲	✲	✲	✲	✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Indiana University at South Bend (IN)						✲	✲	✲	✲	✲
Indiana University Bloomington (IN)						✲		✲	✲	✲
Indiana University East (IN)		✲				✲	✲	✲	✲	✲
Indiana University Northwest (IN)						✲	✲	✲	✲	✲
Indiana University of Pennsylvania (PA)	✲✲	✲✲	✲✲	✲✲	✲✲		✲✲	✲✲		✲✲
Indiana University-Purdue University at Fort Wayne (IN)						✲	✲	✲	✲	✲
Indiana University-Purdue University at Indianapolis (IN)						✲	✲	✲	✲	✲
Indiana University Southeast (IN)						✲	✲	✲	✲	✲
Jackson State University (MS)	✲	✲	✲	✲			✲	✲		
JACKSONVILLE STATE UNIVERSITY (AL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
JAMES MADISON UNIVERSITY (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Jersey City State College (NJ)			✲✲	✲✲		✲✲			✲✲	
John Jay College of Criminal Justice of the City University of New York (NY)	✲✲	✲✲	✲✲						✲✲	
Johnson State College (VT)			✲✲							
Kean College of New Jersey (NJ)		✲✲								
Keene State College (NH)	✲✲	✲✲	✲✲	✲✲	✲✲			✲✲	✲✲	✲✲
KENNESAW STATE COLLEGE (GA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
KENT STATE UNIVERSITY (OH)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲
Kentucky State University (KY)	✲	✲					✲	✲	✲	✲
Kutztown University of Pennsylvania (PA)		✲✲	✲✲	✲✲	✲✲		✲✲	✲✲		✲✲
Lake Superior State University (MI)	✲✲	✲✲	✲✲	✲✲	✲✲			✲✲	✲✲	
Lamar University-Beaumont (TX)	✲			✲		✲			✲	✲
LANDER COLLEGE (SC)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Langston University (OK)								✲	✲	✲
Laredo State University (TX)					✲		✲			
Lehman College of the City University of New York (NY)		✲✲		✲✲						
Lewis-Clark State College (ID)	✲	✲	✲	✲	✲				✲	
Lincoln University (MO)			✲	✲			✲	✲	✲	✲
Lincoln University of Pennsylvania (PA)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲		✲✲	
Livingston University (AL)	✲	✲	✲	✲	✲	✲	✲	✲		
Lock Haven University of Pennsylvania (PA)		✲✲	✲✲	✲✲				✲✲	✲✲	✲✲
LONGWOOD COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Louisiana State University and Agricultural and Mechanical College (LA)						✲			✲	✲
LOUISIANA STATE UNIVERSITY IN SHREVEPORT (LA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
LOUISIANA TECH UNIVERSITY (LA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Lyndon State College (VT)	✲✲	✲✲	✲✲			✲✲	✲✲	✲✲	✲✲	
Maine Maritime Academy (ME)	✲	✲		✲✲	✲✲					✲✲
Mankato State University (MN)					✲		✲✲	✲✲		
Mansfield University of Pennsylvania (PA)	✲✲	✲✲		✲✲	✲✲	✲✲				
MARSHALL UNIVERSITY (WV)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Mary Washington College (VA)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Massachusetts Maritime Academy (MA)							✲✲		✲✲	✲✲
Mayville State University (ND)	✲	✲	✲	✲	✲			✲	✲	✲
McNeese State University (LA)		✲	✲	✲	✲	✲	✲	✲	✲	✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Medgar Evers College of the City University of New York (NY)							**			
Medical College of Georgia (GA)						*				
Medical College of South Carolina (SC)						*				
MESA STATE COLLEGE (CO)	*	*	*	*	*	*	*	*	*	*
METROPOLITAN STATE COLLEGE OF DENVER (CO)	*	*	*	*	*	*	*	*	*	*
Metropolitan State University (MN)	**	**		**	**	**	**		**	**
Miami University-Oxford (OH)								*	*	*
Michigan Technological University (MI)							*	*	*	*
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Midwestern State University (TX)	*	*			*	*	*		*	
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	**	**	**	**	**	**	**	**	**	**
Minot State University (ND)	*	*	*		*	*	*	*	*	*
Mississippi State University (MS)									*	*
Mississippi University for Women (MS)	*	*		*	*	*	*		*	*
Mississippi Valley State University (MS)				*	*		*	*	*	*
Missouri Southern State College (MO)	*	*	*	*	*			*	*	*
MISSOURI WESTERN STATE COLLEGE (MO)	*	*	*	*	*	*	*	*	*	*
Montana College of Mineral Science & Technology (MT)	*	*		*	*			*		
Montana State University Billings (MT)	**	**		**		**	**	**	**	**
Montana State University Bozeman (MT)								*	*	*
Montana State University Northern (MT)										*
Montclair State College (NJ)	**	**		**	**	**	**	**	**	**
MOORHEAD STATE UNIVERSITY (MN)	**	**	**	**	**	**	**	**	**	**
MOREHEAD STATE UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*	*
Morgan State University (MD)	*	*	*	*	*	*	*	*	*	
MURRAY STATE UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*	*
New Jersey Institute of Technology (NJ)		**	**	**		**	**	**	**	**
NEW MEXICO HIGHLANDS UNIVERSITY (NM)	*	*	*	*	*	*	*	*	*	*
New Mexico Institute of Mining and Technology (NM)							*		*	*
New Mexico State University (NM)								*	*	*
Nicholls State University (LA)			*	*	*	*		*	*	*
North Adams State College (MA)	**	**		**	**		**	**	**	**
North Carolina Agricultural and Technical State University (NC)	*	*	*		*			*		*
North Carolina Central University (NC)	*	*		*				*		*
North Carolina State University (NC)										*
North Dakota State University (ND)									*	*
North Georgia College (GA)	*									*
NORTHEAST LOUISIANA UNIVERSITY (LA)	*	*	*	*	*	*	*	*	*	*
Northeast Missouri State University (MO)	*		*	*	*	*	*	*	*	*
NORTHEASTERN ILLINOIS UNIVERSITY (IL)	**	**	**	**	**	**	**	**	**	**
Northeastern State University (OK)	*	*	*	*		*			*	*
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*	*	*	*	*
Northern Illinois University (IL)	*	*	*	*	*	*		*	*	*
NORTHERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*	*
Northern Michigan University (MI)	**	**	**	**	**	**			**	**
Northern Montana College (MT)	**	**	**		**					
Northern State University (SD)	**	**	**	**	**	**	**	**		

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Northwest Missouri State University (MO)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Northwestern Oklahoma State University (OK)				☆						
Northwestern State University of Louisiana (LA)		☆	☆	☆	☆	☆	☆	☆	☆	☆
OAKLAND UNIVERSITY (MI)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Ohio State University (OH)				☆	☆				☆	☆
Ohio State University-Lima Campus (OH)							☆			
Ohio State University-Newark Campus (OH)							☆			
Ohio University Eastern (OH)									☆	
Oklahoma Panhandle State University (OK)					☆	☆	☆	☆		
OLD DOMINION UNIVERSITY (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Oregon Institute of Technology (OR)		☆	☆	☆	☆	☆	☆	☆		☆
Pace University (NY)										☆☆
Pembroke State University (NC)						☆		☆	☆	☆
Pennsylvania College of Technology (PA)										☆☆
PERU STATE COLLEGE (NE)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Pittsburg State University (KS)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
Plymouth State College of the University System of New Hampshire (NH)	☆	☆	☆	☆	☆	☆	☆		☆	☆☆
Portland State University (OR)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Prairie View A & M University (TX)						☆		☆		☆
Purdue University Calumet (IN)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Purdue University North Central (IN)						☆	☆			
Queens College of the City University of New York (NY)							☆☆			
Radford University (VA)	☆	☆	☆	☆		☆	☆		☆	☆
Ramapo College of New Jersey (NJ)			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Regis University (CO)										☆☆
Rhode Island College (RI)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Richard Stockton College of New Jersey (NJ)								☆☆	☆☆	
Rowan College of New Jersey (NJ)								☆☆	☆☆	☆☆
Rutgers, The State University of New Jersey (NJ)							☆☆	☆☆	☆☆	☆☆
Saginaw Valley State University (MI)	☆☆		☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
Salem State University (MA)	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	
Salisbury State University (MD)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Sam Houston State University (TX)	☆	☆	☆	☆		☆	☆	☆	☆	☆
San Diego State University (CA)	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆		☆☆
San Francisco State University (CA)		☆☆	☆☆			☆☆	☆☆	☆☆	☆☆	
San Jose State University (CA)						☆☆		☆☆		
Sangamon State University (IL)	☆	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆	☆☆	
Savannah State College (GA)			☆	☆	☆	☆				☆
Shawnee State University (OH)					☆☆			☆☆	☆☆	
Shepherd College (WV)	☆	☆		☆		☆	☆	☆	☆	
Shippensburg University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆
Slippery Rock University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆		☆☆
Sonoma State University (CA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		
South Carolina State University (SC)							☆		☆	
South Dakota School of Mines and Technology (SD)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	96-96
South Dakota State University (SD)								**	**	**
Southeast Missouri State University (MO)	*	*	*	*	*	*	*	*	*	
SOUTHEASTERN LOUISIANA UNIVERSITY (LA)	*	*	*	*	*	*	*	*	*	*
Southeastern Oklahoma State University (OK)			*	*	*	*	*	*	*	*
Southern Arkansas University (AR)	*	*	*		*	*	*	*	*	*
SOUTHERN COLLEGE OF TECHNOLOGY (GA)	*	*	*	*	*	*	*	*	*	*
Southern Connecticut State University (CT)		**	**		**	**	**	**	**	
Southern Illinois University at Carbondale (IL)	*	*	*	*		*	*	*	*	*
SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE (IL)	*	*	*	*	*	*	*	*	*	*
Southern Oregon State College (OR)	**	**	**	**	**	**	**			**
Southern University and Agricultural and Mechanical College (LA)						**	*	*	*	*
Southern Utah University (UT)	*				*				*	*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*	*	*	*	*
Southwest State University (MN)	**		**	**			**	**	**	**
SOUTHWEST TEXAS STATE UNIVERSITY (TX)	*	*	*	*	*	*	*	*	*	*
Southwestern Oklahoma State University (OK)	*		*	*		*		*	*	*
St. Cloud State University (MN)	**	**	**	**	**		**	**	**	
St. Mary's College of Maryland (MD)						*	*	*	*	*
State University of New York at Albany (NY)						**		**		**
State University of New York at Binghamton (NY)							**	**	**	**
State University of New York at Stony Brook (NY)						**	**	**	**	**
State University of New York-College at Brockport (NY)	**	**	**	**	**			**	**	**
State University of New York College at Buffalo (NY)	**	**	**	**	**	**	**			
State University of New York-College at Cortland (NY)	**	**	**		**	**	**	**	**	
STATE UNIVERSITY OF NEW YORK-COLLEGE AT FREDONIA (NY)	**	**	**	**	**	**	**	**	**	**
State University of New York-College at Geneseo (NY)	**	**	**		**	**	**	**	**	**
State University of New York-College at New Paltz (NY)				**				*		
State University of New York-College at Old Westbury (NY)	**	**	**	**	**		**			**
State University of New York-College at Oneonta (NY)					**	**	**	**		
State University of New York-College at Oswego (NY)			**		**	**	**	**		**
State University of New York-College at Plattsburgh (NY)	**	**	**	**	**			**	**	
STATE UNIVERSITY OF NEW YORK-COLLEGE AT POTSDAM (NY)	**	**	**	**	**	**	**	**	**	**

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Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
State University of New York-College at Purchase (NY)				**						
State University of New York College of Agriculture and Technology (NY)									**	
State University of New York-Empire State College (NY)					**	**	**			
State University of New York-Institute of Technology at Utica/Rome (NY)		**	**	**	**	**	**		**	**
State University of New York Maritime College (NY)									*	
Stephen F. Austin State University (TX)	*	*	*	*	*					
Stockton State College (NJ)			**		**	**	**			
Sul Ross State University (TX)	*	*		*				*	*	*
Tarleton State University (TX)					*	*	*	*	*	*
Temple University (PA)						**	**	**	**	**
Tennessee State University (TN)					*					*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Texas A & I University (TX)	*	*	*	*	*	*				
Texas A & M International University (TX)									*	
Texas A & M University at Corpus Christi (TX)								*	*	*
Texas A & M University at Galveston (TX)	*	*	*	*	*	*	*			*
Texas Southern University (TX)						*			**	
Texas State University (TX)									*	
Texas Tech University (TX)						*	*	*	*	*
Texas Tech University Health Science Center (TX)						*				
Texas Woman's University (TX)	*		*	*	*			*	*	*
TOWSON STATE UNIVERSITY (MD)	*	**	**	**	**	**	**	**	**	**
Trenton State College (NJ)		**	**	**	**	**	**	**	**	**
Troy State University (AL)	*	*	*	*	*	*		*	*	
Troy State University at Dothan (AL)								*		*
United States International University (CA)									*	
United States Military Academy (NY)									*	
United States Naval Academy (MD)						*	**	**		**
University of Akron (OH)	*	*	*	*	*	*	*	*	*	
University of Alabama at Birmingham (AL)						*		*		
University of Alabama in Huntsville (AL)			*	*		*	*	*	*	*
University of Alaska Anchorage, Kenai Pennisula College (AK)	*	*				*				
University of Alaska Southeast, Ketchikan Campus (AK)		**	**	**	**	**	**	**		**
University of Arkansas at Little Rock (AR)	*	*	*	*	*	*		*	*	*
University of Arkansas at Monticello (AR)	*	*		*						
University of Baltimore (MD)			*		*		*			
University of California Santa Cruz (CA)								*		
University of Central Arkansas (AR)	*		*	*	*	*		*	*	*
University of Central Florida (FL)	**	**			**	**	**	**		**
UNIVERSITY OF CENTRAL OKLAHOMA (OK)	*	*	*	*	*	*	*	*	*	*

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
University of Colorado at Colorado Springs (CO)	*	*	*	*	*	*		*		*
University of Colorado at Denver (CO)	*	*	*	*	*	*	*		*	*
University of Delaware (DE)						**	**	**	**	**
University of Georgia (GA)										*
University of Guam (GU)					*			**		
University of Hawaii at Hilo (HI)	**				**	**	**			**
University of Hawaii-West Oahu (HI)							**			
University of Houston (TX)						*			*	*
UNIVERSITY OF HOUSTON-CLEAR LAKE (TX)	*	*	*	*	*	*	*	*	*	*
University of Houston-Downtown (TX)		*					*		*	*
University of Houston-Victoria (TX)		*	*		*					*
University of Maine (ME)							**	**	**	**
University of Maine Augusta (ME)										*
University of Maine at Farmington (ME)	**		**		**	**	**	**	**	**
UNIVERSITY OF MAINE AT FORT KENT (ME)	**	**	**	**	**	**	**	**	**	**
University of Maine at Machias (ME)								**	**	
University of Maine at Presque Isle (ME)		**	**		**	**	**	**	**	**
University of Maine System (ME)			**							
University of Maryland Baltimore (MD)								*		
University of Maryland Baltimore County (MD)	*	*	*	*	*	*	*	*		
University of Maryland-Eastern Shore (MD)										*
University of Massachusetts Amherst (MA)								*	*	*
University of Massachusetts at Boston (MA)							**	**	**	**
University of Massachusetts Dartmouth (MA)	**	**		**			**	**	**	**
University of Massachusetts Lowell (MA)		**	**	**	**	**	**	**		
UNIVERSITY OF MEMPHIS (TN)	*	*	*	*	*	*	*	*	*	*
University of Michigan-Dearborn (MI)							*	*	*	*
University of Minnesota, Duluth (MN)			**	**		**	**		*	*
University of Minnesota, Morris (MN)						*	*	*	*	*
University of Mississippi-Medical Center (MS)						*				
University of Missouri-Kansas City (MO)						*	*	*	*	*
University of Missouri-St. Louis (MO)		*	*	*	*	*	*	*	*	*
University of Montana (MT)						**			**	**
University of Montevallo (AL)	*	*	*	*	*	*		*	*	*
UNIVERSITY OF NEBRASKA AT KEARNEY (NE)	**	**	**	**	**	**	**	**	**	**
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	**	**	**	**	**	**	**	**	**	**
University of Nebraska-Medical Center (NE)		*				*				
University of Nevada-Las Vegas (NV)	*	*	*	*		*			*	*
University of Nevada-Reno (NV)										*
University of New Orleans (LA)		*								
University of North Alabama (AL)	*									*
UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE (NC)	*	*	*	*	*	*	*	*	*	*
University of North Carolina at Charlotte (NC)	*	*	*	*	*		*	*	*	*
UNIVERSITY OF NORTH CAROLINA AT GREENSBORO (NC)	*	*	*	*	*	*	*	*	*	*

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
UNIVERSITY OF NORTH CAROLINA AT WILMINGTON (NC)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of North Florida (FL)	✲✲	✲✲			✲✲	✲✲	✲✲	✲✲		✲
UNIVERSITY OF NORTH TEXAS (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
UNIVERSITY OF NORTHERN COLORADO (CO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Northern Iowa (IA)	✲✲	✲✲	✲✲	✲✲		✲✲	✲✲			✲✲
UNIVERSITY OF PITTSBURGH AT BRADFORD (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Pittsburgh at Greensburg (PA)									✲	
University of Pittsburgh at Johnstown (PA)	✲		✲	✲	✲	✲	✲	✲	✲	
University of Puerto Rico at Arecibo (PR)										✲
University of Puerto Rico at Bayamon (PR)	✲					✲	✲		✲	
University of Puerto Rico, Cayey University College (PR)	✲				✲			✲		
University of Puerto Rico-Humacao University College (PR)	✲		✲	✲	✲	✲	✲	✲	✲	✲
University of Puerto Rico-Mayaguez Campus (PR)						✲✲				
University of Puerto Rico-Medical Sciences Campus (PR)	✲					✲✲				
University of Puerto Rico-Ponce Technological University College (PR)	✲					✲	✲		✲	✲
University of Puerto Rico-Rio Piedras Campus (PR)	✲									
University of Rhode Island (RI)								✲	✲✲	
University of Science and Art of Oklahoma (OK)	✲	✲	✲	✲	✲			✲		
UNIVERSITY OF SOUTH ALABAMA (AL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of South Carolina at Spartanburg (SC)	✲	✲	✲	✲	✲		✲	✲	✲	✲
University of South Carolina-Coastal Carolina College (SC)				✲	✲	✲	✲	✲	✲	✲
University of South Dakota (SD)				✲✲		✲✲		✲✲		✲✲
University of Southwestern Florida (FL)	✲✲	✲✲	✲✲		✲✲			✲✲		✲✲
UNIVERSITY OF SOUTHERN COLORADO (CO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
UNIVERSITY OF SOUTHERN INDIANA (IN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Southern Maine (ME)	✲✲	✲✲	✲✲	✲✲	✲✲			✲✲		✲✲
UNIVERSITY OF SOUTHERN MISSISSIPPI (MS)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Southern Florida (FL)										✲
University of Southwestern Louisiana (LA)	✲		✲	✲	✲	✲		✲	✲	✲
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Tennessee, Memphis (TN)						✲	✲	✲	✲	✲
University of Texas at Arlington (TX)						✲			✲	✲
University of Texas at Brownsville (TX)									✲	✲
University of Texas at Dallas (TX)	✲	✲	✲	✲	✲			✲	✲	✲
University of Texas at El Paso (TX)					✲	✲	✲	✲	✲	✲
UNIVERSITY OF TEXAS AT SAN ANTONIO (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
University of Texas at Tyler (TX)	✲	✲		✲	✲	✲	✲	✲	✲	✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
University of Texas Health Science Center at San Antonio (TX)						*				
University of Texas of the Permian Basin (TX)	*	*				*		*		*
University of Texas-Pan American (TX)	*		*				*	*		*
University of the District of Columbia (DC)		**	**	**			**	**		
University of the Virgin Islands-St. Croix (VI)	*		*	*						
UNIVERSITY OF THE VIRGIN ISLANDS-ST. THOMAS (VI)	*	*	*	*	*	*	*	*	*	*
University of Toledo (OH)						**	**	**	**	**
University of West Alabama (AL)										*
University of West Florida (FL)		**		**	**			**	**	**
UNIVERSITY OF WISCONSIN-EAU CLAIRE (WI)	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-Green Bay (WI)	*	*	*	*	*	*		*	*	*
UNIVERSITY OF WISCONSIN-LA CROSSE (WI)	**	*	*	*	*	*	*	*	*	*
University of Wisconsin-Oshkosh (WI)	*	*	*	*	*	*		*	*	*
University of Wisconsin-Parkside (WI)		*	*	*	*	*	*	*		*
UNIVERSITY OF WISCONSIN-PLATTEVILLE (WI)	*	*	*	*	*	*	*	*	*	*
University of Wisconsin-River Falls (WI)		*								
University of Wisconsin-Stevens Point (WI)	*	*	*		*	*	*	*	*	*
University of Wisconsin-Stout (WI)		*	*		*		*	*	*	*
University of Wisconsin-Superior (WI)	*	*	*		*	*	*	*	*	*
University of Wisconsin-Whitewater (WI)		*	*		*	*	*	*	*	*
Valdosta State College (GA)	*	*	*	*		*	*	*	*	*
Valley City State University (ND)	*		*	*	*	*	*	*	*	*
Virginia Commonwealth University (VA)			*		*		*			
Virginia Military Institute (VA)									*	*
Virginia State University (VA)								*	*	*
Washburn University of Topeka (KS)	*		*	*	*	*	*	*	*	*
Washington State University (WA)									*	*
Wayne State College (NE)	**		**	**	**	**	**	**	**	**
WEBER STATE UNIVERSITY (UT)	*	*	*	*	*	*	*	*	*	*
West Chester University of Pennsylvania (PA)	**			**	**	**	**	**		**
WEST GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
West Liberty State College (WV)		*	*	*				*		
West Texas A & M University (TX)									*	
West Texas State University (TX)	*	*	*	*						
West Virginia Graduate College (WV)	*	*	*	*	*	*				*
West Virginia Institute of Technology (WV)	*	*	*	*	*	*		*	*	
West Virginia State College (WV)	*	**	*	*	*	*				
Western Carolina University (NC)	*	*	*	*	*	*		*	*	*
Western Connecticut State University (CT)	**	**	**	**	**				**	**
WESTERN ILLINOIS UNIVERSITY (IL)	**	**	**	**	**	**	**	**	**	**
WESTERN KENTUCKY UNIVERSITY (KY)	*	*	*	*	*	*	*	*	*	*
WESTERN MICHIGAN UNIVERSITY (MI)	**	**	**	**	**	**	**	**	**	**
Western Montana College of the University of Montana (MT)		**	**	**	**	**		**	**	**

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Western New Mexico University (NM)	*	*	*		*					*
WESTERN OREGON STATE COLLEGE (OR)	**	**	**	**	**	**	**	**	**	**
Western State College of Colorado (CO)	*	*	*	**	*					
Western Washington University (WA)		*	*	*	*	*	*	*		*
Westfield State College (MA)				**						**
WICHITA STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*	*	*
WILLIAM PATERSON COLLEGE OF NEW JERSEY (NJ)	**	**	**	**	**	**	**	**	**	**
Winona State University (MN)		**	**	**	**	**	**			
Winston-Salem State University (NC)	*	*		*	*	*	*	*	*	*
Winthrop University (SC)	*	*	*		*	*	*		*	*
Worcester State College (MA)				**		**	**	**		**
Wright State University Dayton Campus (OH)	*		*	*	*	*		*	*	*
York College (NY)						**			**	
YOUNGSTOWN STATE UNIVERSITY (OH)	**	**	**	**	**	**	**	**	**	**
	261	272	281	279	282	290	269	307	305	329

Total number of public colleges and universities which participated in the last ten years in the faculty salary survey for the first time during 1995-96: 15.

Total number of public colleges and universities which have participated in the faculty salary survey at least once during the last ten years of the survey: 466.

Total number of public colleges and universities which have participated in each of the last ten years of the faculty salary survey: 90.

Appendix B

Special Study Order Form

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CUPA

SPECIAL STUDY ORDER FORM
CUPA 1995-96 Public Faculty Salary Survey

INSTRUCTIONS: To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number.
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036-1250, FAX 202-429-0149 and a copy of the request to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX 704-262-2126. **To maintain confidentiality of data, all requests for data displays must be preapproved. CUPA reserves the right to refuse a special studies request.** If you have any questions, contact Dodie Brown at the CUPA National Office at 202-429-0311, Ext. 373.

PROFILE:

Name_____Title_____

Institution_____

Address_____

City, State, ZIP+4_____

Phone( )_____ FAX( )_____

Did your institution participate in the 1995-96 survey? ____Yes____No
Is your institution a member of CUPA? ____Yes____No

Note: The information below only applies to the 1995-96 survey year and is subject to change without notice.

BASIC FEES:

Please check the appropriate category:

- ❑ $250 CUPA members who participated in the 1995-96 study
- ❑ $340 CUPA members who did *not* participate in the 1995-96 study and nonmembers who *did* participate
- ❑ $425 CUPA nonmember institutions who did *not* participate in the study and other nonprofit organizations
- ❑ $575 All others

ADDITIONAL SERVICES:

- ❑ $10 Text file of study
- ❑ $50 Combined public and private survey data (per special study request)

DELIVERY:

- ❑ Via FAX—10 working-day turnaround ($10.00 charge)
- ❑ Via Federal Express—10 working day turn around ($20.00 charge) **(Federal Express will not deliver to a P.O. Box)**
- ❑ Via first class mail—please allow 2 weeks for delivery (no additional charge)

TYPES OF DATA DISPLAYS: Because salary displays include specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to Dr. Richard D. Howe at the address indicated above, in addition to submitting to CUPA.

Please check only one—Use a separate sheet for each special study request. Refer to pages vii and ix of the survey report for a complete explanation of the studies.

____1. Salary Display by average, high, and low salaries
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (Comparison between two survey year's data—only those institutions that have participated in each of the years requesting)
____4. Other Trend Displays (please specify on a separate sheet; additional costs may be incurred)
____5. Other (please explain on a separate sheet; additional costs may be incurred)

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STUDY SAMPLE:
If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I—To ensure a sample of 10 or more institutions, please choose only three of the criteria listed. If it is necessary to select additional criteria, rank in order of importance ("1" most important to "6" least important). The criteria rated least important will be dropped if the sample size falls below 10 institutions.

1. Classification

   4-Year College_____ University_____ All_____

2. Affiliation

   Public_____ Private/Religious_____ Private/Nonreligious_____

3. General Budget

   Less than $_____ More than $_____ Between $_____ and $_____

4. FTE Enrollment

   Less than _____ More than _____ Between _____ and _____

5. FTE Faculty

   Less than _____ More than _____ Between _____ and _____

6. Geographic Area—States (please do not abbreviate)

_____

_____

Section II—In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix A, *List of Participating Institutions*, of the survey report to ensure that the desired institutions *did* participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available. Your institution's data will be included only if specifically requested.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

_____

PAYMENT INFORMATION
Please check all that apply:

- ❑ I am a CUPA member ❑ I am not a CUPA member
- ❑ My check is enclosed for $_____
- ❑ Please bill me. $ _____ **Must include PO#**_____

Please forward your request (be sure to include check or purchase order number) to:
CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036-1250.

Send a **copy** of the completed form and authorization letter (if applicable) to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX 704-262-2126.

CUPA

College and University Personnel Association ■ 1233 20th Street, NW, Suite 301 ■ Washington, D.C. 20036-1250